



NATIONAL INCIDENT MANAGEMENT SYSTEM TRAINING PLAN

January 2011

DRAFT FOR PUBLIC COMMENT



FEMA

This page intentionally left blank.

1 Contents

Preface.....	v
Introduction and Overview	1
Introduction	1
Audience	3
Purpose.....	3
Adult Learning in Emergency Management.....	5
NIMS Training Plan Organization.....	6
Current State of NIMS Training Program.....	7
Operational Needs Define Core Competencies.....	8
Coordinating NIMS Training Responsibilities.....	8
NIMS Curriculum.....	11
Implementing the NIMS Curriculum	16
Personnel Qualification	18
References.....	19
Appendix A:.....	A-1
Federal Training Providers.....	A-1
Appendix B:.....	B-1
Course Summaries for NIMS Core Curriculum	B-1
Appendix C:	C-1
Minimum Contact Hours and Instructor for Additional NIMS Training.....	C-1
Appendix D:	D-1
NIMS Curriculum.....	D-1
Sorted Alphabetically	D-2
Sorted by Course Code.....	D-14

2

3

4

1
2
3
4
5
6
7
8
9
10

This page intentionally left blank.

Preface

On March 1, 2004, the Department of Homeland Security (DHS) published the *National Incident Management System* (NIMS). NIMS provides a consistent template enabling Federal, State, Tribal, and local governments, the private sector, and nongovernmental organizations to work together to prepare for, prevent, respond to, recover from, and mitigate the effects of incidents regardless of cause, size, location, or complexity. This consistency provides the foundation for nationwide use of NIMS for all incidents, ranging from daily occurrences to more complex incidents requiring a coordinated, Federal response. In December 2008, after considering input from stakeholders at every level within the Nation's emergency management community and lessons learned during recent incidents, DHS released a revised NIMS document. As a result, NIMS better represents preparedness concepts, to include communications and resource management, as well as the Incident Command System (ICS).

A NIMS training program, as outlined in this *NIMS Training Plan*, is a critical component of a National Training Program, mandated by the *Post-Katrina Emergency Management Reform Act of 2006*¹. A well-developed NIMS training program that both guides and promotes NIMS training is vital to a successful nationwide implementation of NIMS. However, NIMS training is just one component of a comprehensive emergency management program, which requires a continuous cycle of planning, organizing, equipping, exercising, evaluating, and taking corrective action.

In addition to describing preexisting training requirements and detailing a practical approach for the development and maintenance of a NIMS curriculum, *NIMS Training Plan* provides assistance and insight to stakeholders on current and future NIMS training. Core competencies will form the basis of the training courses' learning objectives and personnel qualifications that validate proficiency.

The Federal Emergency Management Agency (FEMA)'s National Integration Center (NIC) maintains the *NIMS Training Plan*. FEMA recognizes the national NIMS training program must be more than a plan to train emergency management personnel to the ICS. As a result, the NIC releases this *NIMS Training Plan* to define a national NIMS training curriculum, core competencies, and personnel qualifications as well as assemble and update the training guidance for available NIMS courses (organized as a core curriculum).

This *NIMS Training Plan* supersedes the *Five-Year NIMS Training Plan*, originally released in February 2008.

¹ *Post-Katrina Emergency Management Reform Act of 2006*. Pub. Law 109-295, 120 Stat. 1355, Oct. 4, 2001.

1
2
3
4
5
6
7
8
9
10

This page intentionally left blank.

1 Introduction and Overview

2 Introduction

3 Homeland Security Presidential Directive (HSPD)-5, Management of Domestic Incidents, directs
4 the Secretary of Homeland Security to develop a National Incident Management System
5 (NIMS). Initially published in March 2004, and revised in December 2008, the NIMS provides a
6 consistent national approach for Federal, State, Tribal, and local governments; the private
7 sector; and nongovernmental organizations (NGOs) to work together to prepare for, respond to,
8 recover from, and mitigate domestic incidents, regardless of cause, size, or complexity.² HSPD-
9 5 directs Federal agencies to adopt NIMS and encourages adoption of NIMS by all other
10 stakeholders³—State, Tribal, and local governments; private-sector organizations; critical
11 infrastructure owners and operators; and NGOs involved in emergency management. In
12 addition, the adoption and implementation of NIMS by State, Tribal, and local organizations is a
13 condition for receiving Federal preparedness assistance through grants, contracts, and other
14 activities, as stated in HSPD-5.

15 Based upon emergency management and incident response practices, NIMS represents a core
16 set of doctrine, concepts, principles, terminology, and organizational processes that enables
17 effective, efficient, and collaborative incident management.⁴ The institutionalization of these
18 elements nationwide through training helps mitigate risk by achieving greater preparedness.
19 Incidents' after-action reports⁵ and NIMS both emphasize that successful implementation relies
20 upon development and maintenance of a national NIMS training program. Furthermore, NIMS
21 implementation relies upon comprehensive NIMS training and standardized personnel
22 qualification.

23 The NIMS documents integrate best practices into a comprehensive framework for use by
24 emergency management and response personnel in an all-hazards context nationwide. HSPD-5
25 requires all Federal departments and agencies to adopt NIMS and to use it in their individual
26 incident management programs and activities, as well as in support of all actions taken to assist
27 State, local, and Tribal governments. State, local, and Tribal governments are not required to
28 participate in NIMS or adopt these best practices. As applied to non-Federal entities, NIMS
29 documents contain guidance that is not legally binding. However, in order to participate in
30 NIMS and to be considered NIMS-compliant, it is necessary for entities to adhere to the
31 standards, practices and/or minimum criteria presented in the NIMS guidance documents. It is
32 also important to note that although a State, local, or Tribal government or NGO is not required

² *National Incident Management System*, p. 3.

³ Following the revised *National Incident Management System*, the term “stakeholders,” as used in this document, refers to all organizations involved in emergency management and incident response. Stakeholders are Federal, State, territorial, Tribal, substate regional, and local governments; private-sector organizations; critical infrastructure owners and operators; and nongovernmental organizations.

⁴ *Ibid.*

⁵ “DHS should institute a formal training program on the NIMS ... for all department and agency personnel with incident management responsibilities” (Recommendation 2 of *The Federal Response to Hurricane Katrina: Lessons Learned*, Washington, DC: The White House, February 2006).

Introduction and Overview

1 to apply for Federal preparedness assistance, HSPD-5 requires Federal departments and
2 agencies to make adoption of NIMS by State, local, and Tribal governments and NGOs a
3 condition for Federal preparedness assistance, through grants, contracts, and other activities.

4 A basic premise of NIMS is that all incidents begin and end locally. The Federal Government
5 supports State, local, and Tribal authorities when their resources are overwhelmed or
6 anticipated to be overwhelmed. The intention of the Federal Government in these situations is
7 not to command the response, but rather to support the affected State, local, and Tribal
8 authorities. This is most easily achieved when all the entities are participating in a unified
9 system of emergency management and incident response. NIMS also recognizes the role that
10 NGOs and the private sector have in preparedness and activities to prevent, protect against,
11 respond to, recover from, and mitigate the effects of incidents. As such, DHS strongly
12 emphasizes the importance of NIMS training for all emergency management and incident
13 response personnel, NGOs, and the private sector.

14 The training and qualification of emergency management response personnel is critical to the
15 success of NIMS implementation nationally.⁶ To achieve a national NIMS training program,
16 consistent with the National Training Program, the NIMS document describes the responsibility
17 of Federal Emergency Management Agency's (FEMA) National Integration Center (NIC) to
18 "facilitate the definition of general training requirements and the development of national-level
19 training standards and course curricula associated with NIMS."⁷ The *NIMS Training Plan* is the
20 NIC's comprehensive tool to track its progress toward meeting this responsibility. The *NIMS*
21 *Training Plan* identifies both important conceptual elements and specific time-based targets for
22 training development.

23 The primary goal of the *NIMS Training Plan* is to facilitate adequate training and qualification of
24 emergency management personnel to all NIMS concepts and principles. The *NIMS Training*
25 *Plan* identifies a deliberate method to develop and maintain a complete NIMS core curriculum
26 and, concurrently, to provide training guidance to stakeholders for developing out-year training
27 plans. To meet this goal, the *NIMS Training Plan* has the following three objectives:

- 28 1. Support NIMS education and training for all emergency management personnel.
- 29 2. Adapt the functional capabilities defined by NIMS into guidelines, courses, and a
30 curriculum that help stakeholders develop personnel training and credentialing plans that
31 yield the desired capabilities.
- 32 3. Define the minimum personnel qualifications required for service on complex
33 multijurisdictional incidents nationwide.⁸

34 To meet these three objectives, the *NIMS Training Plan* lays out the conceptual framework for
35 the development of a national NIMS training program. This conceptual framework maintains a

⁶ "NIMS implementation" means that NIMS is institutionalized in a sustainable manner within every organization, agency, and jurisdiction in order to be effectively and efficiently used for emergency management and incident response activities.

⁷ *National Incident Management System*, p. 78.

⁸ *Personnel Qualifications* is a term used in this document to denote incidents that require responders to hold credentials under the National Credentialing Program, also under development by the NIC.

Introduction and Overview

1 systematic process for the development of training courses and personnel qualifications. This
2 process produces adequately-trained and qualified emergency management personnel. This
3 framework facilitates the systematic development of these courses and qualifications by
4 translating functional capabilities (defined in NIMS) into positions, core competencies, training,
5 and personnel qualifications. The *NIMS Training Plan* sets a sequence of goals, objectives, and
6 action items for the NIC, which administers NIMS training nationally, and for stakeholders, who
7 run their respective NIMS training and education programs.

8 The conceptual framework of the *NIMS Training Plan* follows the systems approach framework
9 outlined in NIMS. To define the necessary functional capabilities for emergency management,
10 the NIMS has the following five major components: 1) Preparedness, 2) Communications and
11 Information Management, 3) Resource Management, 4) Command and Management, and 5)
12 Ongoing Management and Maintenance.

13 Audience

14 The *NIMS Training Plan* is intended for emergency management officials and administrators
15 responsible for budgets, planning and procurement, who require guidance on the development
16 and provision of NIMS training.

17 In addition, the *NIMS Training Plan* is an informative guidance document for the following:

- 18 • National and state policy-makers (elected/appointed officials).
- 19 • Key decision-makers from governmental and nongovernmental agencies and private-
20 sector organizations, such as:
 - 21 ○ Federal departments and agencies
 - 22 ○ State, Tribal and local government emergency management agencies and
23 trainers (i.e. State, Tribal, and local NIMS Coordinators).
 - 24 ○ Managers overseeing those in mission-critical positions and organizations and
25 professional development.
 - 26 ○ Human resource managers setting and overseeing personnel policies and
27 guidance.
- 28 • Other related groups charged with developing NIMS-related guidance or training,
29 credentialing, or personnel qualifications information.

30 Purpose

31 The *NIMS Training Plan* defines the national NIMS training program as it relates to the NIMS
32 components of Preparedness, Communications and Information Management, Resource
33 Management and Command and Management. It specifies NIC and stakeholder responsibilities
34 and activities for developing, maintaining, and sustaining NIMS training. The *NIMS Training
35 Plan* outlines responsibilities and activities that are consistent with the National Training
36 Program, as mandated by the *Post-Katrina Emergency Management Reform Act of 2006*.
37 Furthermore, this plan coordinates with FEMA training programs offered through the Emergency
38 Management Institute (EMI), United States Fire Academy (USFA), and the Center for Domestic
39 Preparedness (CDP).

Introduction and Overview

1 The *NIMS Training Plan* defines the process for developing training and personnel qualification
2 requirements for emergency management. The *NIMS Training Plan* delineates NIC and
3 stakeholder responsibilities for implementing the NIMS training program. The NIC's
4 responsibilities include:

- 5 • Defining the NIMS core curriculum;
- 6 • Providing course descriptions and training guidance; and
- 7 • Developing personnel qualification guidelines for stakeholder-issued incident
8 management credentials.

9 Federal, State, Tribal, local and private sector stakeholders responsibilities include:

- 10 • Identifying appropriate personnel to take NIMS training;
- 11 • Ensuring all course delivery meets the standard contained within the *NIMS Training Plan*
12 and other training guidance as provided by the NIC; and
- 13 • Credentialing emergency/incident management personnel.

14 Though the *NIMS Training Plan* defines stakeholder responsibilities, it does not specify
15 stakeholder plans and activities. The plan guides stakeholder development of jurisdictional,
16 agency, and/or organizational NIMS training plans.

17 The NIC and NIMS stakeholders share responsibility for ensuring the success of the national
18 NIMS training program. The plan provides critical information that can help stakeholders
19 develop plans, budgets, and schedules for their own training programs.

20 The following are the strategic objectives for the *NIMS Training Plan*:

- 21 1. Define a national curriculum for NIMS and provide information on NIMS courses in the
22 core curriculum, applicable to all levels of government, the private sector, and NGOs.
- 23 2. Establish specific goals, objectives, and action items to guide the NIC as it develops and
24 implements the National Training Program, thus providing national leadership.
- 25 3. Provide sufficient planning and documentation to guide stakeholders' long-term training
26 plans, budgets, and schedules.
- 27 4. Provides training baselines for emergency management personnel qualifications, based
28 on development of core competencies for NIMS-based incident management positions.⁹
- 29 5. Serve as a regularly updated compilation of training that makes up the national core
30 curriculum for NIMS and personnel-qualification guidance.

31 The NIMS Ongoing Management and Maintenance component prescribes the integration of
32 information gained from lessons learned from actual incidents, training, exercises, and best

⁹ Personnel qualifications following these guidelines will be required for service on complex multijurisdictional incidents nationwide (incidents that require responders to hold credentials under the National Emergency Responder Credentialing System) and are recommended for service on all incidents.

Introduction and Overview

1 practices, identifiable across jurisdictional and functional disciplines.¹⁰ The management and
2 maintenance of the national NIMS training program relies on stakeholder input.

3 This *NIMS Training Plan*:

- 4 • Promotes comprehensive NIMS-related training other than ICS training;
- 5 • Presents an overview of training information to organizations, agencies, and jurisdictions
6 implementing NIMS;
- 7 • Identifies broad goals and objectives for NIMS national training for both the NIC and
8 stakeholders and outlines guidance to attain them;
- 9 • Guides and refines course development;
- 10 • Conveys information pertaining to instruction and learning;
- 11 • Guides human resource management by setting training baselines for personnel
12 qualifications, and
- 13 • Assists jurisdictions and agencies with budgeting and grant qualification and application;

14 Incident Command occurs in the field; therefore, the NIC recommends that only individuals with
15 a Command and General staff role take advanced ICS courses. Everyone involved in
16 emergency management regardless of discipline or level of government should take the NIMS
17 baseline curriculum courses. Fulfilling the training associated with this plan helps emergency
18 management organizations, departments, and agencies to develop preparedness capabilities
19 for effective and efficient incident management. As a result, trained emergency responders are
20 available as mutual aid to support incident management in other jurisdictions, if requested. The
21 national NIMS training program should sustain a personnel qualification system that is
22 coordinated, maintained, and meets the needs of the emergency management community.

23 The *NIMS Training Plan* provides guidelines for the consistent delivery of NIMS training
24 throughout the emergency management community through:

- 25 • A national baseline curriculum for NIMS, with each course having objectives that meet
26 training needs set by the core competencies;
- 27 • Complete training guidance; and
- 28 • Instructor qualifications guidelines

29 Adult Learning in Emergency Management

30 Adult education courses are most effective when instruction incorporates the following general
31 principles:

- 32 • Engage adult learners as active, self-directed participants in their own learning.
- 33 • Recognize factors that motivate adult learners. Courses should be designed and
34 instructional style adapted accordingly.
- 35 • Identify the relevance of the course to students' work environments, since relevance
36 motivates students and makes it easier for them to comprehend the material presented.

¹⁰ *National Incident Management System*, p. 75.

Introduction and Overview

- 1 • Acknowledge adult learners' accumulation of diverse professional experiences and
- 2 aspirations and use this experience in context.
- 3 • Deliver instruction in a safe, collaborative environment.
- 4 • Provide opportunities to critically reflect upon and immediately apply new learning in
- 5 order to transfer that learning into habitual practice.

6 These principles ensure the effectiveness of the guidelines contained in the *NIMS Training Plan*.
7 For example, when an instructor guide prescribes that a course, such as ICS-300, be taught
8 over 3 days for a total of 18 hours, instructors and those responsible for implementing the
9 training program need to incorporate these adult learning principles. The course guidelines
10 reflect an understanding that compression of the course into a reduced number of days or fewer
11 hours is expected to adversely affect the successful learning experience of the professional
12 adult.

13 When developing the training and exercise calendar, those responsible for implementing the
14 training program will benefit their students by sequencing the training and exercises offered in
15 such a way as to allow the students the ability to directly and immediately apply their new
16 learning in the operational context. This planned sequencing, which can also be applied at the
17 course level, will assist the adult learners in readily transferring their new learning into habitual
18 practice in their operational context. For example, students taking ICS-300 should have
19 opportunities—through exercises, incidents, or planned events—to apply what they learned in
20 ICS-300 before taking ICS-400.

21 **NIMS Training Plan Organization**

22 The following sections make up the *NIMS Training Plan*:

- 23 • **Current State of NIMS Training Program.** Outlines existing training efforts and how far
24 NIMS training has progressed in meeting the goals previously established by the *Five-*
25 *Year NIMS Training Plan*.
- 26 • **NIMS Curriculum: Goals, Objectives, and Action Items.** The tables of goals,
27 objectives, and action items are intended to close the gap between the current state of
28 NIMS training and the desired state of training and personnel qualification.
- 29 • **Appendices:** Several information appendices follow the main document.

Current State of NIMS Training Program

The NIC, the Federal community, States, tribes, and locals as well as national organizations, departments, and agencies are at various stages of implementing the NIMS training program. This section summarizes some of the relevant accomplishments and current activities related to the *NIMS Training Plan* goals.

ICS Core Competencies

Core competencies are the cornerstone that brings the functional requirements found in NIMS down to a level where they meaningfully relate to the personnel carrying out NIMS in the field. The NIC, in collaboration with its training partners, identified core competencies for the following ICS positions:

- Incident Commander,
- Operations Section Chief,
- Planning Section Chief,
- Logistics Section Chief,
- Finance/Administration Section Chief,
- Public Information Officer,
- Safety Officer, and
- Liaison Officer¹¹.

The NIC's Incident Command System (ICS) Core Competencies and Qualifications Management Working Group, comprised of Federal, State, Tribal and local officials, provides ongoing maintenance of these core competencies. The board also determines appropriate minimum competencies and behaviors required to enable interoperability between emergency management functions.

Additionally, the NIC identified core competencies for incident management in Multi-Agency Coordination Systems (MACS). The framework developed for this purpose describes a five-step process that translates required MACS functions into core competencies that can then be assigned to positions within any MACS incident management structure.

Personnel Qualification

The NIC has developed a multi-discipline work group to develop an all-hazards qualification guide that depicts all-hazards career progressions into the national NIMS training program. The National Wildfire Coordination Group's (NWCG) *Wildland Fire Qualification System Guide*, used by the wildland fire discipline, is an example of a guide that the NIC may develop in the future.¹² In order to first identify qualifications for individual positions, position task books are likely to be used for all positions to ensure that the individual has achieved the core competencies required

¹¹ Other emergency management competencies include those developed (i.e., IAEM, NWCG).

¹² NWCG, *Wildland Fire Qualification System Guide*, PMS 310-1.

Current State of NIMS Training Program

1 for the position. Currently, the NIC is working to develop model all-hazard position task books
2 for Command and General Staff positions.

3 **Operational Needs Define Core Competencies**

4 NIMS functions, as articulated in Preparedness, Communications and Information Management,
5 Resource Management, and Command and Management, and their related responsibilities and
6 activities, in conjunction with an incident's size and/or complexity, identify operational needs.
7 These operational needs help to define NIMS personnel capabilities—skills and knowledge
8 necessary to fulfill these needs—as positions within the NIMS structure.

9 The operational needs translate into personnel core competencies. The core competencies are
10 general, often encompassing broad leadership and/or management skills. Ultimately,
11 operational needs require qualified personnel to serve in emergency management roles.

12 **Coordinating NIMS Training Responsibilities**

13 Coordination between the NIC and stakeholders is necessary to achieve consistent and
14 systematic implementation of NIMS training and personnel qualification. The NIC provides
15 national leadership and resources, particularly in the form of training and qualification guidance.
16 Stakeholders plan, implement training programs, as well as train, qualify, and credential
17 personnel. This process is outlined below:

- 18 • Foundational national documents (e.g. NIMS) are maintained and distributed by the NIC
19 and provide national doctrine and strategy. These documents, in conjunction with
20 stakeholder assessments of specific hazards, risks, and vulnerabilities, guide
21 stakeholder plans.
- 22 • Based on NIMS, the NIC specifies core competencies and associated behaviors to
23 provide a foundation for both personnel qualification and a national curriculum for NIMS
24 training. Personnel qualification guidance, in the form of position task books, defines
25 tasks that measurably demonstrate a candidate's proficiency.
- 26 • Foundational national documents and stakeholder plans dictate functional capabilities for
27 emergency management that stakeholders should develop and maintain.
- 28 • Personnel qualification guidance specifies the means for demonstrating minimum
29 capabilities for stakeholder personnel position assignments within the NIMS structure.
30 Personnel credentialed to serve on complex multijurisdictional incidents nationwide
31 (incidents that require responders to hold credentials under the National NIMS
32 Credentialing System) must be qualified within a system that meets or exceeds the
33 national qualification guidance.¹³
- 34 • NIC will provide guidance to stakeholders to help determine what personnel require
35 training and seek qualification for emergency management positions. Stakeholders
36 should develop a training plan for their personnel. These plans often have significant
37 programmatic, schedule, and budget implications for the stakeholder. Stakeholders may

¹³ The NIC recommends that national qualification guidance also be used for incidents of other sizes.

Current State of NIMS Training Program

- 1 decide to develop their own training courses to suit their specific needs while still
2 meeting the national NIMS Training Plan.¹⁴
- 3 • Stakeholders execute the training plans, resulting in trained, qualified, and credentialed
4 personnel.
 - 5 • Training and experience for stakeholder personnel qualification are acquired through
6 course-based knowledge development; risk-free practical application, such as tabletop
7 exercises and planned exercises; and on-the-job training, such as job shadowing,
8 planned events, and incident command experience during small incidents.
 - 9 • Once trained in a particular area, personnel will test and practice their skills during
10 exercises and demonstrate their skills by effective management of and response to
11 actual incidents. The *NIMS Training Plan* recognizes that training is necessary to
12 develop qualified personnel, but that qualification also requires experience through
13 exercises or time in the field and development of discipline-specific skills in emergency
14 management.
 - 15 • Exercise and incident after-action reports should include an evaluation of the
16 effectiveness and performance of incident-management personnel. Recommendations
17 for improvements should be incorporated throughout the national coordination process
18 for NIMS training to:
 - 19 ○ Tailor stakeholder training plans as well as training and qualification of specific
20 personnel.
 - 21 ○ Provide feedback to the national curriculum for NIMS and training courses.
 - 22 ○ Suggest modifications of NIMS and stakeholder plans.
- 23

¹⁴ This plan supersedes the previous guidance: FEMA, *National Incident Management System (NIMS)—National Standard Curriculum Training Development Guidance—FY 2007*, Washington, DC: Department of Homeland Security, March 2007, as well as the original *Five-Year NIMS Training Plan*, released in February 2008.

Current State of NIMS Training Program

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

This page intentionally left blank.

NIMS Curriculum

The NIMS training curriculum includes those courses critical to train personnel capable of implementing all functions of emergency management. This *NIMS Training Plan* revises the NIMS curriculum to ensure it adequately trains emergency response personnel to all concepts and principles of each NIMS component. Much of the coursework that comprises the NIMS core Curriculum can be characterized as baseline, awareness, or additional incident command system training, as illustrated in Figure 1.

Baseline

The NIC considers the following NIMS curriculum courses “baseline” as they introduce NIMS and ICS, as well as provide the foundation for higher-level ICS training.

- **IS-700 National Incident Management System (NIMS) An Introduction:** This course introduces and overviews the NIMS. NIMS provides a consistent nationwide template to enable all government, private sector, and nongovernmental organizations to work together during domestic incidents.
- **ICS-100 Introduction to Incident Command System:** Introduces ICS and provides the foundation for higher level ICS training. This course describes the history, features and principles, and organizational structure of the system. It also explains the relationship between ICS and the National Incident Management System (NIMS).

Awareness

- **IS-701 NIMS Multiagency Coordination Systems (MACS):** This course will introduce MACS and provide examples of how these systems can be used to improve incident response.
- **IS-702 National Incident Management System (NIMS) Public Information System:** The Public Information Systems described in NIMS are designed to effectively manage public information at an incident, regardless of the size and complexity of the situation or the number of entities involved in the response.
- **IS-703 NIMS Resource Management:** This course provides training to help resource managers prepare before an incident and contribute effectively to the response to an incident.
- **IS-704 NIMS Communication and Information Management:** This course is designed for members of the general public; emergency management/response personnel; elected officials of state, Tribal and local governments; appointed officials of state, Tribal and local governments; employees of the Department of Homeland Security; and employees of other federal agencies.
- **IS-706 NIMS Interstate Mutual Aid, An Introduction:** This computer-based course provides an introduction to NIMS interstate mutual aid and assistance. Participants will learn about the purpose and benefits of mutual aid and assistance, as well as the emphasis that NIMS places on mutual aid and assistance.

NIMS Curriculum

- 1 • **IS-800 National Response Framework, An Introduction:** The course introduces
2 participants to the concepts and principles of the National Response Framework (NRF).

3 **Additional Incident Command System Training**

- 4 • **ICS-200 ICS for Single Resource and Initial Action Incidents:** is designed to enable
5 personnel to operate efficiently during an incident or event within the ICS. ICS-200
6 provides training on and resources for personnel who are likely to assume a supervisory
7 position within the ICS.
8 • **ICS-300 Intermediate ICS:** ICS-300 provides training and resources for personnel who
9 require advanced application of the ICS. This course expands upon information covered
10 in the ICS-100 and ICS-200 courses.
11 • **ICS-400 Advanced ICS:** This course provides training and resources for personnel who
12 require advanced application of the ICS. This course expands upon information covered
13 in ICS-100 through ICS-300.

NIMS Curriculum

<i>Training Grouping</i>	<i>Course ID</i>	<i>Course Title</i>
Baseline	IS-700	National Incident Management System, An Introduction
	ICS-100	Introduction to the Incident Command System (ICS)
Awareness	IS-701	NIMS Multiagency Coordination System
	IS-702	NIMS Public Information Systems
	IS-703	NIMS Resource Management
	IS-704	NIMS Communication and Information Management
	IS-706	NIMS Intrastate Mutual Aid, An Introduction
	IS-800	National Response Framework, An Introduction
Additional Incident Command System	ICS-200	ICS for Single Resources and Initial Action Incidents
	ICS-300	Intermediate ICS for Expanding Incidents
	ICS-400	Advanced ICS
	E/L-950	All-Hazards Incident Commander
	E/L-958	All-Hazards Operations Section Chief
	E/L-962	All-Hazards Planning Section Chief
	E/L-967	All-Hazards Logistics Section Chief
	E/L-973	All-Hazards Finance/Administration Section Chief
	E/L-952	All-Hazards Public Information Officer
	E/L-954	All-Hazards Safety Officer
	E/L-956	All-Hazards Liaison Officer
	E/L-949	NIMS ICS All Hazards Communications Unit Leader TTT
	E/L-961	NIMS ICS All Hazards Division/Group Supervisor TTT
	E/L-966	NIMS ICS All Hazards Resource Unit Leader TTT
	E/L-972	NIMS ICS All Hazards Facilities Unit Leader TTT
E/L-976	NIMS ICS All Hazards Finance/Administration Unit Leader TTT	
E/L-977	NIMS ICS All Hazards Supply Unit Leader TTT	
E/L-978	NIMS ICS All Hazards Situation Unit Leader TTT	

Figure 1: NIMS curriculum¹⁵

- 1
- 2 The NIC will develop and regularly review the courses that are considered part of the NIMS
- 3 curriculum according to professionally-recognized instructional standards. (i.e. adult learning
- 4 modeling). To assist in course instruction, FEMA, via the Emergency Management Institute
- 5 (EMI), the U.S. Fire Administration (USFA), and the Center for Domestic Preparedness (CDP)—
- 6 provides detailed course summaries that include subject matter, guidelines, and instruction
- 7 requirements for specific courses.

¹⁵ Reference Appendix A for a listing of Federal training provider websites that may delivery equivalent training. Reference Appendix C for a comprehensive list of EMI coursework that support NIMS concepts and principles.

NIMS Curriculum

1 The guidance within the *NIMS Training Plan* with regards to Federal, State, Tribal, and local
 2 training requirements are not absolute. Incident and/or event complexity determines the
 3 recommended audience for respective NIMS curriculum coursework.

4 Incident typing assists with decision-making and determining resource requirements. The *NIMS*
 5 *Training Plan* training recommendations reflect the following five levels of complexity¹⁶ in Figure
 6 2:

Type 1	<ul style="list-style-type: none"> • This type of incident is the most complex, requiring national resources to safely and effectively manage and operate. • All Command and General Staff positions are filled. • Operations personnel often exceed 500 per operational period and total personnel will usually exceed 1,000. • Branches need to be established. • The agency administrator will have briefings, and ensure that the complexity analysis and delegation of authority are updated. • Use of resource advisors at the incident base is recommended. • There is a high impact on the local jurisdiction, requiring additional staff for office administrative and support functions.
Type 2	<ul style="list-style-type: none"> • This type of incident extends beyond the capabilities for local control and is expected to go into multiple operational periods. A Type 2 incident may require the response of resources out of area, including regional and/or national resources, to effectively manage the operations, command, and general staffing. • Most or all of the Command and General Staff positions are filled. • A written IAP is required for each operational period. • Many of the functional units are needed and staffed. • Operations personnel normally do not exceed 200 per operational period and total incident personnel do not exceed 500 (guidelines only). • The agency administrator is responsible for the incident complexity analysis, agency administrator briefings, and the written delegation of authority.
Type 3	<ul style="list-style-type: none"> • When capabilities exceed initial attack, the appropriate ICS positions should be added to match the complexity of the incident. • Some or all of the Command and General Staff positions may be activated, as well as Division/Group Supervisor and/or Unit Leader level positions. • A Type 3 Incident Management Team (IMT) or incident command organization manages initial action incidents with a significant number of resources, an extended attack incident until containment/control is achieved, or an expanding incident until transition to a Type 1 or 2 IMT. • The incident may extend into multiple operational periods. • A written IAP may be required for each operational period.
Type 4	<ul style="list-style-type: none"> • Command staff and general staff functions are activated only if needed. • Several resources are required to mitigate the incident, including a Task Force or Strike Team. • The incident is usually limited to one operational period in the control phase. • The agency administrator may have briefings, and ensure the complexity analysis and delegation of authority is updated. • No written Incident Action Plan (IAP) is required but a documented operational briefing will be completed for all incoming resources. • The role of the agency administrator includes operational plans including objectives and priorities.
Type 5	<ul style="list-style-type: none"> • The incident can be handled with one or two single resources with up to six personnel. • Command and General Staff positions (other than the Incident Commander) are not activated. • No written Incident Action Plan (IAP) is required. • The incident is contained within the first operational period and often within an hour to a few hours after resources arrive on scene. • Examples include a vehicle fire, an injured person, or a police traffic stop.

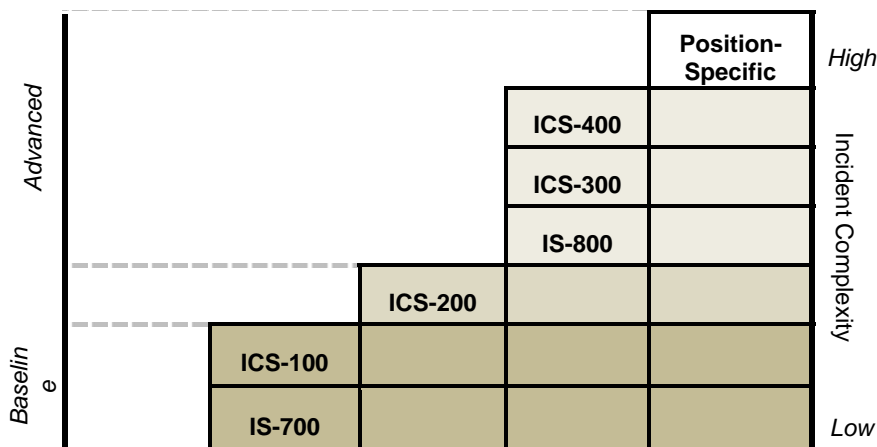
7 **Figure 2: Incident Complexity**

8

¹⁶ United States Fire Administration

NIMS Curriculum

- 1 Figure 3 below illustrates the recommended progression of NIMS training from baseline courses
 2 (ICS-100, IS-700) to the advanced ICS and All-hazards Position-specific coursework.



3 **Figure 3: NIMS Training Program**

4 Organizations should use their jurisdiction's hazard/threat analysis to determine the "types" of
 5 incidents most likely and tailor their NIMS training to meet their need. For example, if a
 6 jurisdiction faces significant and frequent threats, such as hurricanes or hazardous materials
 7 incidents, their training program should prepare responders for those threats.

8 Individuals who will be primarily managing:

- 9
- 10 • Type 5 incidents should take ICS-100 and IS-700
 - 11 • Type 4 incidents should take ICS-100, ICS-200 and IS-700
 - 12 • Type 1, 2 and 3 incidents should take ICS-100, ICS-200, ICS-300, ICS-400, IS-700, IS-800 and the appropriate ICS Position Specific courses.

13 Additionally, the implementation of the *NIMS Training Plan* suggests that the training needs for
 14 personnel working within an Emergency Operation Center (EOC) or other element of the
 15 Multiagency Coordination System (MACS) should not be as demanding as the training required
 16 for personnel operating in the field within the Incident Command System. Figures 4 and 5 below
 17 illustrate the difference in training requirements for personnel within EOCs/MACS and those in
 18 the field.

19 Individuals who will be working in Multi-Agency Coordination including Emergency Operations
 20 Centers should take IS-700, ICS-100, IS-800, and other NIMS courses related to emergency
 21 management responsibilities.

22

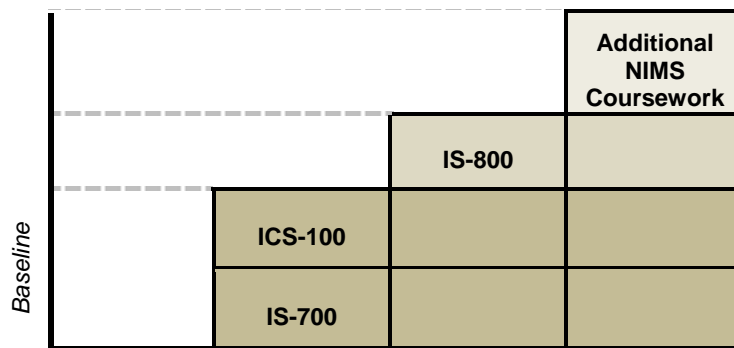


Figure 4: Training for EOC/MACS Personnel

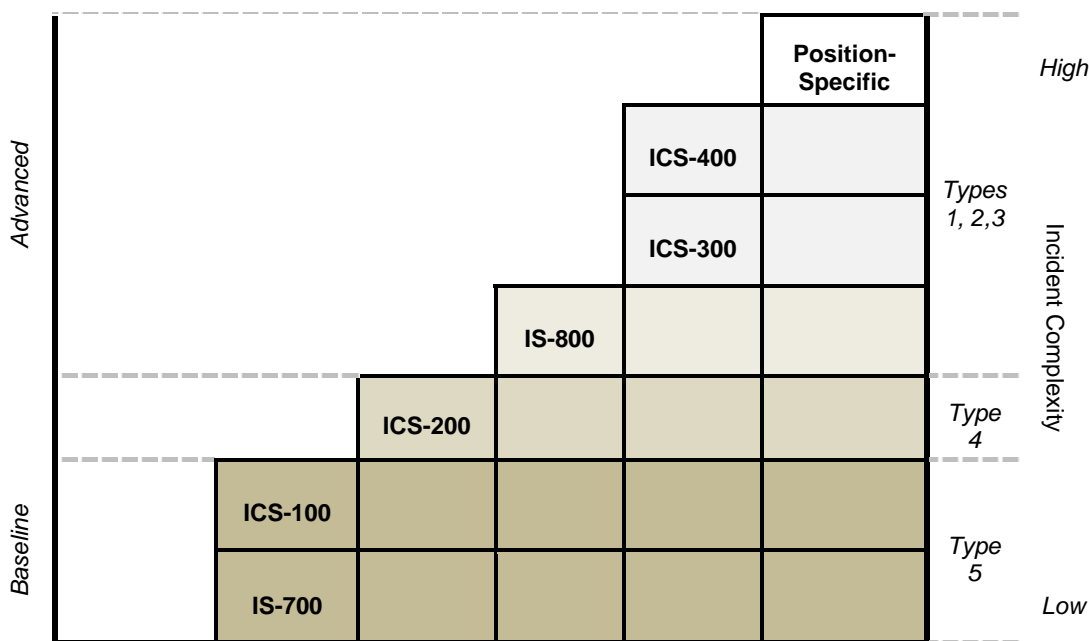


Figure 5: Training for Field (ICS) Personnel

Implementing the NIMS Curriculum

The NIC expects students, instructors, and those who support the procurement and implementation of the NIMS curriculum courses to maintain the minimum criteria set forth in the instructor guides and course summaries. The NIMS Training Plan guides on these assumptions:

- Incident command is a field function
- Function-based training – rather than on position title
- Unless your duties require you to perform a command or general staff function in a field environment (i.e.: Incident Command Post), training beyond the NIMS baseline curriculum is unnecessary.

The NIC encourages multi-discipline composition of students for each of the courses offered in the NIMS core curriculum. Integrating personnel from multiple disciplines greatly enhances students learning experience in training, exercises, and professional development for incident response. This allows those from a single discipline to learn lessons from other students from different disciplines, potentially creating a more well-rounded understanding of the course

NIMS Curriculum

1 material. Proactive steps that stakeholders and instructors can take to optimize learning
2 environments to include multiple disciplines are desirable.

3 Additionally, although the NIMS core curriculum identified in the *NIMS Training Plan* focuses on
4 individual training, training and exercising by teams within incident management organizations is
5 equally critical and should be considered in stakeholder training plans.

6 ***Student Readiness***

7 Students of NIMS training courses will be most prepared for additional training when they
8 maintain the knowledge gained in prior courses. Since skills, abilities, and knowledge lapse
9 when not directly and frequently applied, students will retain the most when offered
10 opportunities at regular intervals to maintain their core competencies. Although this plan
11 includes no specific guidance for proficiency maintenance, any proactive steps that agencies,
12 departments, organizations, and instructors can provide to students to demonstrate the learning
13 outcomes of courses previously taken and maintain their competencies are encouraged.

14 ***Course Development, Instructor Qualifications, and Course Delivery***

15 The NIC, in coordination with the Emergency Management Institute (EMI), the U.S. Fire
16 Administration (USFA), the National Wildfire Coordination Group (NWCG), the Center for
17 Domestic Preparedness (CDP), and Federal departments and agencies, is responsible for the
18 development and review of NIMS training curriculum.

19 The NIC develops and regularly reviews the courses that are considered part of the NIMS core
20 curriculum according to professionally-recognized instructional standards that include
21 adherence to established adult learning models. The NIC collaborates with course managers to
22 define instructor qualifications and number of required instructors per course. This responsibility
23 of the NIC, however, does not prevent any stakeholder from prescribing stricter instructor
24 qualifications. To assist in course instruction, FEMA publishes subject matter, guidelines, and
25 instruction requirements for specific courses.

26 Stakeholders are responsible for ensuring that the course delivery meets or exceeds the
27 standard of the *NIMS Training Plan*. Complying with this expectation allows local organizations,
28 departments and agencies to manage and maintain the NIMS core curriculum course integrity
29 as well as the core competencies among students of the same course nationwide. Stakeholders
30 may fulfill their respective training program requirements by taking other agencies' equivalent
31 training courses. The NIC does not determine or audit course equivalency. This is the
32 responsibility of the individual organization offering the course. Stakeholders using other
33 agencies' courses have a responsibility to audit or verify that these courses meet course
34 equivalency guidelines.

35 Course instructors have a responsibility to deliver course materials and activities according to
36 the minimum standards identified in the NIMS curriculum instructor guides and/or course
37 summaries. Instructors are the agents who enable, facilitate, and evaluate the learning process
38 for emergency management. Adhering to the national NIMS training program standard ensures

NIMS Curriculum

1 instructional and course integrity across the Nation, regardless of the jurisdiction, agency,
2 organization, or association.

3 **Personnel Qualification**

4 Personnel qualification as a whole is not only a function of training, but a combination of
5 training, operational experience (during exercises or incidents), job shadowing, and
6 administrative requirements (such as agency association and criminal background checks). The
7 *NIMS Training Plan* considers qualified personnel to be more than simply the sum of their
8 training, and developing expectations for the qualification of personnel is an important part of
9 NIMS national training. Incident experience must supplement training for a candidate to meet
10 minimum expectations to qualify for service in an all-hazards NIMS position during a complex
11 multijurisdictional incident nationwide.

12 Personnel qualification guidance will list the performance requirements, through position task
13 books or tasks, for specific positions in a format that allows a trainee evaluation against written
14 guidelines. These tasks, based on core competencies and associated behaviors, are the
15 measurable activities that demonstrate proficiency associated with the competencies and
16 behaviors. Successful performance of all tasks for a relevant position during exercises, job
17 shadowing, and/or operations, as observed and recorded by an evaluator, results in a
18 recommendation to the certifying agency that the trainee be qualified in that position.

19

References

- 1
2 *National Incident Management System Incident Command System Emergency Responder Field*
3 *Operating Guide*. Washington, DC: Department of Homeland Security, draft, 24 May 2007.
4 www.fema.gov/pdf/emergency/nims/erfog.pdf
- 5 Federal Emergency Management Agency. *Disaster Workforce Task Books*. Washington, DC:
6 Emergency Management Institute, August 2006.
- 7 Federal Emergency Management Agency, ICS Core Competencies. September 2007.
8 www.training.fema.gov/EMIWeb/IS/ICSResource/assets/ics_core_competencies_sep07.pdf
- 9 Federal Emergency Management Agency, “National Incident Management System (NIMS)—
10 National Standard Curriculum Training Development Guidance—FY07.” Washington, DC:
11 Department of Homeland Security, March 2007.
12 www.fema.gov/pdf/emergency/nims/nims_tsctdg_0307v2.pdf
- 13 Federal Emergency Management Agency, “NIMS Guide: National Credentialing Definition and
14 Criteria.” Washington, DC: Department of Homeland Security, FEMA NG 0002, March 2007.
15 www.fema.gov/pdf/emergency/nims/ng_0002.pdf
- 16 Gustafson, Kent L., and Robert Maribe Branch. *Survey of Instructional Development Models*
17 (4th ed.). Syracuse, NY: ERIC Clearinghouse on Information & Technology, 2002.
- 18 Hansen, Hanne Foss. “Choosing Evaluation Models: A Discussion on Evaluation Design,”
19 *Evaluation*, vol. 11, no. 4 (2005), pp. 447-462.
- 20 Heifetz, Ronald A., and Donald L. Laurie. “The Work of Leadership.” *Harvard Business Review*:
21 *On Point*, Product #4150, January–February 1997, pp. 122–135.
- 22 Homeland Security Presidential Directive (HSPD) 5: “Management of Domestic Incidents.”
23 Washington, DC: White House, February 2003.
- 24 HSPD-7: “Critical Infrastructure Identification, Prioritization, and Protection.” Washington, DC:
25 White House, December 2003.
- 26 HSPD-8: “National Preparedness.” Washington, DC: White House, December 2003.
- 27 HSPD-12: “Policy for a Common Identification Standard for Federal Employees and
28 Contractors.” Washington, DC: White House, August 2004.
- 29 *Joint Field Office Activation and Operations: Interagency Integrated Standard Operating*
30 *Procedure*. Washington, DC: Department of Homeland Security, interim approval April 2006.
31 www.fema.gov/pdf/emergency/nrf/NRP_JFO_SOP.pdf
- 32 *Joint Field Office (JFO) Field Operations Guide (FOG)*. Washington, DC: Department of
33 Homeland Security, June 2006. www.fema.gov/pdf/emergency/nrf/NRP_JFO_FOG.pdf

References

- 1 Kirkpatrick, Jim. "The Hidden Power of Kirkpatrick's Four Levels," *T+D [Training and*
2 *Development]*, vol. 61, no. 8, August 2007.
- 3 Kravetz, Dennis J. "Building a Job Competency Database: What the Leaders Do." Bartlett, IL:
4 Kravetz Associates, 1997. www.kravetz.com/art2/art2p1.html
- 5 Moulton, Steven. *Competency Development, Integration and Application*. Society for Human
6 Resource Management Information Center, November 2003.
- 7 McGriff, Steven J. "Instructional System Design (ISD): Using the ADDIE Model," Instructional
8 Systems, College of Education, Penn State University, September 2000.
9 www.ehopac.org/TransformationReports/ISD-ADDIEmodel.pdf
- 10 *National Incident Management System*. Washington, DC: Department of Homeland Security,
11 FEMA 501, December 2008. www.fema.gov/pdf/emergency/nims/NIMS_core.pdf
- 12 *National Infrastructure Protection Plan*. Washington, DC: Department of Homeland Security,
13 2006.
- 14 *National Response Framework*. Washington, DC: Department of Homeland Security, , January
15 2008. www.fema.gov/pdf/emergency/nrf/nrf-core.pdf
- 16 *National Strategy for Homeland Security*. Washington, DC: White House, July 2002.
17 www.dhs.gov/xlibrary/assets/nat_strat_hls.pdf
- 18 *National Strategy for the Physical Protection of Critical Infrastructures and Key Assets*.
19 Washington, DC: White House, February 2003.
20 www.dhs.gov/xlibrary/assets/Physical_Strategy.pdf
- 21 National Wildfire Coordinating Group. *Agency Administrator's Guide to Critical Incident*
22 *Management*. Boise, ID: National Interagency Fire Center, January 2005 (draft).
23 www.nwccg.gov/pms/pubs/pms926.doc
- 24 National Wildfire Coordinating Group. *GIS Standard Operating Procedures on Incidents*.
25 PMS 936, NFES 2809. Boise, ID: National Interagency Fire Center, June 2006.
26 www.nwccg.gov/pms/pubs/GSTOP7.pdf
- 27 National Wildfire Coordinating Group. *Interagency Incident Business Management Handbook*.
28 PMS 902. Boise, ID: National Interagency Fire Center, April 2004.
29 www.nwccg.gov/pms/pubs/large.html#IIBMH
- 30 National Wildfire Coordinating Group. *Wildland Fire Qualification System Guide*. PMS 310-1.
31 Boise, ID: National Interagency Fire Center, May 2008. www.nwccg.gov/pms/pubs/GSTOP7.pdf
- 32 Tabet, Karen E. *Generic Competencies: Definition and Application*. Society for Human
33 Resource Management Information Center, November 2003.
- 34 United States Air Force. AF Manual 36-2234, Instructional System Development (ISD).
35 November 1, 1993. <http://www.au.af.mil/au/awc/awcgate/edref/afman36-2234.pdf>

References

- 1 United States Coast Guard, Commandant Instruction 1550.23: "Training Evaluation Policy."
- 2 Washington, DC, July 28, 1998. http://www.uscg.mil/directives/ci/1000-1999/CI_1550_23.pdf
- 3 United States House of Representatives. 107th Congress, 2nd Session. *Homeland Security Act*
- 4 *of 2002*. Congressional Bills, GPO Access.
- 5 United States Marine Corps, *Systems Approach to Training Manual*. Quantico, VA, June 2004.
- 6 Weatherly, Leslie. *Competency Models Series Part III: Competency-based Performance*
- 7 *Management*. Society for Human Resource Management white paper, February 2005.

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

References

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

This page intentionally left blank.

1 **Appendix A:**
2 **Federal Training Providers**
3

FEMA	Website
Center for Domestic Preparedness	www.cdp.dhs.gov
Emergency Management Institute	www.training.fema.gov
ICS Resource Center	www.training.fema.gov/EMIWeb/IS/ICSResource/index.htm
National Fire Academy	www.usfa.dhs.gov/nfa
NIMS Resource Center	www.fema.gov/nims

4

Federal Partner	Website
Center for Disease Control and Prevention, U.S. Department of Health and Human Services	www.cdc.gov
National Wildfire Coordination Group	http://training.nwcg.gov
United States Coast Guard, U.S. Department of Homeland Security	www.homeport.uscg.mil/ics
United States Department of Agriculture	www.agriculture.utk.edu/vetmed/transition

5

6

7

Appendix A: Federal Training Providers

1
2
3
4
5
6
7
8
9
10

This page intentionally left blank.

1 Appendix B:

2 Course Summaries for NIMS Core Curriculum

3 This section provides summaries of “core” NIMS curriculum —to include IS-700, IS-800, ICS-
4 100, ICS-200, ICS-300, ICS-400, and position-specific coursework. NIMS training development
5 guidance states that training may be offered through government agencies and/or private
6 training vendors. It is not necessary to meet training requirements by attending a Federal
7 course; however, courses must meet course objectives, activities (for example, practical
8 exercises), and depth of material described within this plan. Stakeholders that develop
9 equivalent training are responsible for ensuring course equivalence by meeting the minimum
10 requirements outlined in the Course Summaries.

11 The NIMS curriculum is expected to grow as the national NIMS training program matures,
12 assessing curricular needs across NIMS to identify more courses to add.¹⁷ Each Course
13 Summary defines the minimum requirements for that course and does not necessarily reflect
14 the entire course. Course Summaries include:

- 15 • Intended student audience for the course.
- 16 • Course objectives supported by the topical content descriptions and intended learner
17 outcomes.
- 18 • Cross-reference to NIMS topics.

19 Course Summaries also determine the means to deliver course material, including consideration
20 of:

- 21 • Minimum contact hours.
- 22 • Instructor qualifications (for instructor-led courses).

23 Updated and more detailed guidance can be found on the EMI training website. Guidance
24 found on EMI’s training website will provide the most up-to-date, approved methodology for
25 deploying a course eligible for a FEMA certificate.

26 For additional information about Course Summaries or requirements for FEMA training
27 certificates:

- 28 • www.fema.gov/nims
- 29 • www.training.fema.gov

30 The following course codes categorize NIMS curriculum coursework:

- 31 • E/L = Emergency Management Institute-delivered courses
- 32 • F/R = National Fire Academy course (off /on campus)
- 33 • G = State-delivered courses

¹⁷ This course guidance supersedes the *National Standard Curriculum Training Development Guidance—FY 2007* (March 2007).

Appendix B: Course Summaries for NIMS Core Curriculum

- 1 • IS = Independent Study courses
 2 • K = Instructor led on-line EMI course

3

4

ICS-100: Introduction to the Incident Command System¹⁸											
<p>Purpose: This course provides training and resources for personnel who require a basic understanding of ICS. IS 100 introduces the Incident Command System (ICS) and provides the foundation for higher level ICS training. This course describes the history, features and principles, and organizational structure of the Incident Command System. It also explains the relationship between ICS and the National Incident Management System (NIMS).</p> <p>Audience: The target audience includes persons involved with emergency planning and response or recovery efforts. Recommended that ICS-100 participants use their skills in an operational environment before taking ICS-200. This will provide necessary context and understanding of the skills they will develop when they take ICS 200. EMI offers the following on-line discipline specific versions of:</p> <ul style="list-style-type: none"> • IS-100.HC—Introduction to the Incident Command System for Healthcare/Hospitals • IS-100.LEa—Introduction to the Incident Command System (ICS-100) for Law Enforcement • IS-100.PWa—Introduction to the Incident Command System (ICS-100) for Public Works Personnel • IS-100.SCa—Introduction to the Incident Command System (ICS-100) for Schools <p>Prerequisites: N/A</p>											
<p>Course Topics:</p> <ul style="list-style-type: none"> ▪ ICS Overview ▪ Basic Features of ICS ▪ Incident Commander & Command Staff Functions ▪ General Staff Functions ▪ ICS Facilities ▪ Common Responsibilities 	<p>Relation to NIMS Document:</p> <table border="0"> <tr> <td style="padding-right: 20px;">IV</td> <td>Command and Management</td> </tr> <tr> <td>IV.A</td> <td>Incident Command System</td> </tr> <tr> <td>IV.A.1</td> <td>Management Characteristics</td> </tr> <tr> <td>IV.A.2</td> <td>Incident Command and Command Staff</td> </tr> <tr> <td>IV.A.3</td> <td>General Staff</td> </tr> </table>	IV	Command and Management	IV.A	Incident Command System	IV.A.1	Management Characteristics	IV.A.2	Incident Command and Command Staff	IV.A.3	General Staff
IV	Command and Management										
IV.A	Incident Command System										
IV.A.1	Management Characteristics										
IV.A.2	Incident Command and Command Staff										
IV.A.3	General Staff										

¹⁸ Full course information can be found at www.training.fema.gov/emiweb/is/is100a.asp.

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-100: Introduction to the Incident Command System¹⁸

Instruction Standards:

Minimum course actual instructor-led classroom hours: Approximately 8 classroom hours or interactive, Web-based course

Instructor(s) qualifications:

- One instructor required, two recommended.
- Lead and unit instructors should have successfully completed ICS-100, ICS-200, and EMI's IS-700 (NIMS, An Introduction).
- Lead instructor should have training and experience in adult education and have served as Incident Commander or in a Command Staff or General Staff position.
- Service in a mid-level emergency management and incident response position within five years in real-world incidents, planned events, or accredited exercises.
- Recognized qualifications in techniques of instruction and adult education methodologies.

Instructor Levels

- **Lead instructors** must have sufficient experience in presenting all units of the course to be capable of last-minute substitution for unit instructors.
- **Unit instructors** must be experienced in the lesson content they are presenting.
- **Adjunct instructors** may provide limited instruction in specialized knowledge and skills at the discretion of the lead instructor. Adjunct instructors must be experienced, proficient, and knowledgeable of current issues in their field of expertise.
- **Training requirements for lead and unit instructors:** Instructors should have formal instructor training (NWCG Facilitative Instructor, M-410, EMI Master Trainer Program, Office for Domestic Preparedness Instructor Course, or equivalent).

1

2

3

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-200: ICS for Single Resources and Initial Action Incidents¹⁹	
<p>Purpose: This course is designed to enable personnel to operate efficiently during an incident or event within the Incident Command System (ICS). This course focuses on the management of single resources.</p> <p>Audience: ICS-200 provides training and resources for personnel who are likely to assume a supervisory position within the ICS. The primary target audience is response personnel at the supervisory level.</p> <p>Prerequisites: ICS-100. <i>Note: FEMA recommends that ICS-200 participants have experience using concepts and principles from ICS-100 in a response or exercise.</i></p>	
<p>Course Topics</p> <ul style="list-style-type: none"> ▪ Describe the ICS organization appropriate to the complexity of the incident or event. ▪ Use ICS to manage an incident ▪ Leadership & Management ▪ Delegation of Authority & Management by Objectives ▪ Functional Areas & Positions ▪ Briefings ▪ Organizational Flexibility ▪ Transfer of Command 	<p>Relation to NIMS Document</p> <p>IV.A.1 Management Characteristics</p> <p>IV.A.3 General Staff</p>
<p>Instruction Standards: <i>Minimum course actual instructor-led classroom hours: 12.5 classroom hours or interactive, Web-based course</i></p> <p>Instructor qualifications: (in addition to the General ICS Instructor Guidelines)</p> <ul style="list-style-type: none"> • The NIC recommends at least two instructors for ICS 300. • Successful completion of accredited ICS-100, ICS-200, ICS-300, ICS-400, IS-700, and IS-800. • Service in an incident management position within five years in real-world incidents, planned events, or accredited exercises that required a written IAP or went more than one operational period. • Recognized qualifications in techniques of instruction and adult education methodologies. • Lead instructor should have successfully completed ICS-400. • Unit instructors should have successfully completed ICS-300 	

1

2

¹⁹ Full course information can be found at <http://training.fema.gov/emiweb/is/is200a.asp>.

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-300: Intermediate ICS for Expanding Incidents²⁰																			
<p>Purpose: ICS-300 provides training and resources for personnel who require advanced application of the Incident Command System (ICS). The course expands upon information covered in the ICS-100 and ICS-200 courses.</p> <p>Audience: This course is intended for individuals who may assume a supervisory role in expanding incidents or Type 3 incidents.</p> <p>Note: <i>During a Type 3 incident, some or all of the Command and General Staff positions may be activated, as well as Division or Group Supervisor and/or Unit Leader positions. These incidents may extend into multiple operational periods.</i></p> <p>Prerequisites: ICS-100 and ICS-200, IS-/ICS-700, IS-/ICS-800.</p> <p><i>Note:</i></p> <ul style="list-style-type: none"> • <i>Students must have taken the Emergency Management Institute, U.S. Department of Agriculture, National Fire Academy, or National Wildfire Coordinating Group ICS courses. Other ICS courses will be reviewed for consistency with the ICS objectives prescribed by the NIC.</i> • <i>FEMA recommends that ICS-300 participants have experience using concepts and principles from ICS 100 and 200 in a response or exercise and use their skills in an operational environment before taking ICS-400. This will provide necessary context and understanding of the skills they will develop when they take ICS-400.</i> 																			
<p>Course Objectives</p> <ul style="list-style-type: none"> • Describe how the NIMS Command and Management component supports the management of expanding incidents • Describe the incident or event management process for supervisors and expanding incidents as prescribed by ICS • Implement the incident management process in a simulated Type 3 incident • Develop an Incident Action Plan for a simulated incident 	<p>Relation to NIMS Document</p> <table border="0"> <tr> <td>III</td> <td>Resource Management</td> </tr> <tr> <td>III.A.1</td> <td>Concepts</td> </tr> <tr> <td>III.A.2</td> <td>Principles</td> </tr> <tr> <td>III.B</td> <td>Managing Resources</td> </tr> <tr> <td>IV</td> <td>Command and Management</td> </tr> <tr> <td>IV.A</td> <td>Incident Command System</td> </tr> <tr> <td>IV.A.1</td> <td>Management Characteristics</td> </tr> <tr> <td>IV.A.2</td> <td>Incident Command and Command Staff</td> </tr> <tr> <td>IV.A.3</td> <td>General Staff</td> </tr> </table>	III	Resource Management	III.A.1	Concepts	III.A.2	Principles	III.B	Managing Resources	IV	Command and Management	IV.A	Incident Command System	IV.A.1	Management Characteristics	IV.A.2	Incident Command and Command Staff	IV.A.3	General Staff
III	Resource Management																		
III.A.1	Concepts																		
III.A.2	Principles																		
III.B	Managing Resources																		
IV	Command and Management																		
IV.A	Incident Command System																		
IV.A.1	Management Characteristics																		
IV.A.2	Incident Command and Command Staff																		
IV.A.3	General Staff																		

²⁰ Course information can be found in the EMI course catalog, available at <http://training.fema.gov/EMICourses/EMICatalog.asp>.

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-300: Intermediate ICS for Expanding Incidents²⁰

Instruction Standards:

Minimum course actual instructor-led classroom hours: 18 total

Instructor Qualifications: (in addition to the General ICS Instructor Guidelines)

- The NIC recommends at least two instructors for ICS 300.
- Successful completion of accredited ICS-100, ICS-200, ICS-300, ICS-400, IS-700, and IS-800.
- Service in an incident management position within five years in real-world incidents, planned events, or accredited exercises that required a written IAP or went more than one operational period.
- Recognized qualifications in techniques of instruction and adult education methodologies.
- Lead instructor should have successfully completed ICS-400.
- Unit instructors should have successfully completed ICS-300

1

2

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-400: Advanced ICS²¹	
<p>Purpose:</p> <p>This course provides training and resources for personnel who require advanced application of the Incident Command System (ICS). This course expands upon information covered in ICS-100 through ICS-300 courses. These earlier courses are prerequisites for ICS-400.</p> <p>Audience:</p> <p>The target audience for this course is senior personnel who are expected to perform in a management capacity in an Area Command or multiagency coordination entity.</p> <p>Prerequisites:</p> <p>ICS-100, ICS-200, ICS-300, IS-700 and IS-800.</p> <p>Note:</p> <ul style="list-style-type: none"> • <i>FEMA recommends experience using concepts and principles from ICS 100, 200 and 300 and use their skills in an operational environment before taking ICS-400. This will provide necessary context and understanding of the skills they will develop when they take ICS-400.</i> • <i>Students must have taken the Emergency Management Institute, U.S. Department of Agriculture, National Fire Academy, or National Wildfire Coordinating Group ICS courses. Other ICS courses will be reviewed for consistency with the ICS objectives prescribed by the NIC.</i> 	
<p>Course Objectives</p> <ul style="list-style-type: none"> • Explain how major incidents engender special management challenges • Describe the circumstances in which an Area Command is established • Describe the circumstances in which multiagency coordination systems are established 	<p>Relation to NIMS Document</p> <p>IV.A.2 Incident Command and Command Staff</p> <p>IV.A.3 General Staff</p> <p>IV.A.5 Incident Complex: Multiple Incident Management With a Single ICS Organization</p> <p>IV.A.6 Area Command</p> <p>IV.B Multiagency Coordination Systems</p> <p>IV.B.1 Definition</p> <p>IV.B.2 System Elements</p> <p>IV.B.3 Examples of System Elements</p> <p>IV.B.4 Primary Functions of MACS</p>

²¹ Course information can be found in the EMI course catalog, available at <http://training.fema.gov/EMICourses/EMICatalog.asp>.

Appendix B: Course Summaries for NIMS Core Curriculum

ICS-400: Advanced ICS ²¹
<p>Instruction Standards</p> <p><i>Minimum course actual instructor-led classroom hours: 14 total</i></p> <p>Instructor Qualifications: (in addition to the General ICS Instructor Guidelines)</p> <ul style="list-style-type: none">• The NIC recommends at least two instructors for ICS 400• Successful completion of accredited ICS-100, ICS-200, ICS-300, ICS-400, IS-700, and IS-800.• Service in an emergency management and incident response position within five years in real-world incidents, planned events, or accredited exercises that required a written IAP or went more than one operational period. Recognized qualifications in techniques of instruction and adult education methodologies.

1

2

Appendix B: Course Summaries for NIMS Core Curriculum

IS-700: National Incident Management System, An Introduction²²	
<p>Purpose</p> <p>This course provides training and resources for personnel who require a basic understanding of NIMS.</p> <p>Audience</p> <p>This course is intended for individuals with emergency management responsibilities including prevention, preparedness, response, recovery, and mitigation.</p> <p>Prerequisites: N/A</p>	
<p>Course Objectives</p> <ul style="list-style-type: none"> • Describe the intent of NIMS • Describe the key concepts and principles underlying NIMS • Describe the purpose of the NIMS components, including Preparedness, Communications and Information Management, Resource Management, and Command and Management • Describe the purpose of the National Integration Center <p>Note: This course provides a basic introduction to NIMS. It is not designed to replace Incident Command System and position-specific training.</p>	<p>Relation to NIMS Document</p> <ul style="list-style-type: none"> I Preparedness I.A Concepts and Principles I.B Achieving Preparedness II Communications and Information Management II.A Concepts and Principles III Resource Management III.A Concepts and Principles III.B Managing Resources IV Command and Management IV.A Incident Command System IV.A.1 Management Characteristics IV.A.2 Incident Command and Command Staff IV.A.3 General Staff IV.C Public Information IV.C.2 System Description and Components V Ongoing Management and Maintenance V.A National Integration Center V.B Supporting Technologies
<p>Instruction Standards</p> <p><i>Minimum course actual instructor-led classroom hours: 8 classroom hours or interactive, Web-based course</i></p> <p>Instructor qualifications:</p> <p>It is recommended that this training be taught by instructors with the following minimum qualifications:²³</p> <ul style="list-style-type: none"> • Successful completion of IS-700, IS-701 (NIMS Multiagency Coordination System), and IS-800 (National Response Framework, An Introduction) • Formal instructor training (NWCG Facilitative Instructor, M-410, EMI Master Trainer Program, Office for Domestic Preparedness Instructor Course, or equivalent) • Experience teaching emergency management material to adults • Emergency management experience in a multiagency environment 	

1

2

²² Full course information can be found at <http://training.fema.gov/EMIWeb/IS/is700a.asp>.

²³ The NIMS instructor guidelines for this course are also listed in the instructor guide for the course, which can be accessed at http://training.fema.gov/EMIWeb/IS/IS700a/IG%20files/IS700A_InstructorGuide.pdf, January 2009.

Appendix B: Course Summaries for NIMS Core Curriculum

IS-800: National Response Framework, An Introduction²⁴	
<p>Purpose</p> <p>This course provides an introduction to the National Response Framework.</p> <p>Audience</p> <p>This course is intended for government executives, private-sector and nongovernmental organization leaders, and emergency management practitioners. This includes senior elected and appointed leaders, such as Federal department or agency heads, State Governors, mayors, Tribal leaders, and city or county officials—those who have a responsibility to provide for effective response.</p> <p>Prerequisites: N/A</p>	
<p>Course Objectives</p> <p>At the end of this course, participants will be able to describe:</p> <ul style="list-style-type: none"> • The purpose of the National Response Framework. • The response doctrine established by the National Response Framework. • The roles and responsibilities of entities as specified in the National Response Framework. • The actions that support national response. • The response organizations used for multiagency coordination. <p>How planning relates to national preparedness.</p>	<p>Relation to NIMS Document</p> <ul style="list-style-type: none"> I Preparedness I.A Concepts and Principles I.B Achieving Preparedness I.B.2 NIMS and Its Relationship to the National Response Framework IV Command and Management IV.A Incident Command System IV.A.1 Management Characteristics IV.A.2 Incident Command and Command Staff IV.A.3 General Staff IV.A.5 Incident Complex: Multiple Incident Management With a Single ICS Organization IV.A.6 Area Command IV.B Multiagency Coordination Systems
<p>Instruction Standards</p> <p><i>Minimum course actual instructor-led classroom hours: 3 classroom hours or interactive, Web-based course</i></p> <p>Instructor qualifications:</p> <p>It is recommended that this training be taught by instructors with the following minimum qualifications:</p> <ul style="list-style-type: none"> • Successful completion of ICS-100 (Introduction to Incident Command), EMI's IS-700 (NIMS, An Introduction), IS-701 (NIMS Multiagency Coordination System), and IS-800 (NRF, An Introduction) • Formal instructor training (NWCG Facilitative Instructor, M-410, EMI Master Trainer Program, Office for Domestic Preparedness Instructor Course, or equivalent) • Experience teaching emergency management material to adults • Emergency management experience in a multiagency environment 	

1

2

²⁴ Full course information can be found at www.training.fema.gov/emiweb/is/is800b.asp.

Appendix C:

Minimum Contact Hours and Instructor for Additional NIMS Training

The following table provides the contact hours, minimum instructor qualifications, and pre-requisites for awareness training (IS-701, IS-702, IS-703, IS-704, IS-705, IS-706) and the additional, more-advanced ICS training (all-hazards position-specific training).

The following course codes categorize NIMS curriculum coursework:

- E/L = Emergency Management Institute-delivered courses
- F/R = National Fire Academy course (off /on campus)
- G = State-delivered courses
- IS = Independent Study courses
- K = Instructor led on-line EMI course

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-949: NIMS ICS All-Hazards Communications Unit Leader Train-the-Trainer	5 Days	Instructors should: 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-950: NIMS ICS All Hazards Incident Commander	5 days	1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-952: NIMS ICS All Hazards Public Information Officer	4 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-954: NIMS ICS All Hazards Safety Officer	4 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. <p>Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor</p>	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-956: NIMS ICS All Hazards Liaison Officer	2 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-958: NIMS ICS All Hazards Operations Section Chief	4 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type 1 or 2 for this position and have functioned in that capacity at an incident that required multiagency coordination went beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-961: NIMS ICS All-Hazards Division/Group Supervisor Train-the- Trainer	3 Days	<p>Instructors should:</p> <ol style="list-style-type: none"> 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-962: NIMS ICS All Hazards Planning Section Chief	4 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-966: NIMS ICS All-Hazards Resource Unit Leader Train-the-Trainer	4 days	Instructors should: 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-967: NIMS ICS All Hazards Logistics Section Chief	5 days	1. Course should be conducted with at least two instructors, one of whom must be qualified as lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-972: NIMS ICS All-Hazards Facilities Unit Leader Train-the-Trainer	5 Days	Instructors should: 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-973: NIMS ICS All Hazards Finance/Administration Section Chief	3 days	<ol style="list-style-type: none"> 1. Course should be conducted with at least two instructors, one of whom must be qualified as a lead instructor. 2. Instructors should have completed ICS-400 and IS-800. 3. Lead instructor should be fully qualified as Type I, II, or III for this position and have functioned in that capacity at an incident that required multiagency coordination beyond one operational period and required a written IAP. 4. Lead instructors must have completed at least 32 hours of instructor training and have previous experience as an instructor on Incident Command System or Emergency Management courses. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-976: NIMS ICS All-Hazards Finance/Administration Unit Leader Train-the-Trainer	3 Days	<p>Instructors should:</p> <ol style="list-style-type: none"> 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
E/L-977: NIMS ICS All-Hazards Supply Unit Leader Train-the-Trainer	4 Days	<p>Instructors should:</p> <ol style="list-style-type: none"> 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions. 	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
E/L-978: NIMS ICS All-Hazards Situation Unit Leader Train-the-Trainer	4 Days	Instructors should: 1. Serve on a Type III or higher Incident Management Team, or 2. Work to obtain certification in these positions.	Required: ICS-100 ICS-200 IS-700 IS-800 ICS-300 ICS-400
IS-701: NIMS Multiagency Coordination System	8 classroom hours interactive, web-based course	1. Successful completion of ICS-100 (Introduction to Incident Command), EMI's IS-700 (NIMS: An Introduction), IS-701.A (NIMS Multiagency Coordination Systems), and IS-800 (NRF: An Introduction). 2. Formal instructor training (NWCG Facilitative Instructor, M-410, EMI Master Trainer Program, Office for Domestic Preparedness Instructor Course, or equivalent). 3. Experience teaching emergency management material to adults. 4. Emergency management experience in a multiagency environment.	Recommended: IS-700
IS-702: NIMS Public Information	interactive, web-based course	<i>NA: IS-702: NIMS Public Information</i> is a web-based independent study module course that explains NIMS public information systems components, concepts, and principles. IS-702 takes approximately three hours to complete.	Recommended: IS-700
IS-703: NIMS Resource Management	16 classroom hours or interactive, web-based course	1. A minimum of two instructors is recommended. 2. Instructors should have experience managing resources at a complex incident. 3. Instructors should have successfully completed ICS-100, ICS-200, IS-700, and IS-800. 4. Instructor should have experience as an instructor teaching adults.	Recommended: IS-700
IS-704: NIMS Communications and Information Management	Interactive, Web-based course	<i>N/A: IS-704: NIMS Communications and Information Management</i> is an interactive web-based course that introduces Communications and Information Management component of NIMS. IS-704 takes approximately two hours to complete.	Recommended: IS-700

Appendix C: Minimum Contact Hours and Instructor for Additional NIMS Training

Course Name	Contact Hours	Minimum Instructor Qualifications	Pre-requisite
<p align="center">IS-706: NIMS Intrastate Mutual Aid, An Introduction</p>	<p align="center">Interactive, we-based course</p>	<p><i>N/A: IS-706 NIMS Intrastate Mutual Aid – An Introduction</i> is a web-based course that provides an introduction to NIMS intrastate mutual aid and assistance and explains how to develop mutual aid and assistance agreements and mutual aid operational plans.</p>	<p align="center">Recommended: IS-700</p>

1

1 Appendix D:

2 NIMS Curriculum

3 Below are FEMA courses (sorted alphabetically) that support the integration and implementation
4 of NIMS as identified in:

5 1) Emergency Management Institute Training Catalog:
6 www.training.fema.gov/EMICourses/EMICatalog.asp

7 2) National Fire Academy Course Catalog:
8 www.usfa.dhs.gov/nfa/catalog/index

9
10 FEMA does not certify or validate any private vendor's NIMS training course(s), course
11 curricula, course materials, or instructors, regardless of content or instructor qualifications.
12 State, local, and private sector partners that rely on these vendors to provide NIMS training
13 must ensure the vendor training courses meet or exceed the minimum criteria as identified in
14 course instruction guides. Courses must be taught using instructors that meet the
15 recommended instructor qualification criteria and follow the timelines stated in the Instructor
16 Guide. While instructors are encouraged to "localize" course, they should not shorten courses
17 or otherwise change course design.

18 The following course codes categorize NIMS curriculum coursework:

- 19 • E/L = Emergency Management Institute-delivered courses
- 20 • F/R = National Fire Academy course (off /on campus)
- 21 • G = State-delivered courses
- 22 • IS = Independent Study courses
- 23 • K = Instructor led on-line EMI course

24

25

Appendix D: NIMS Curriculum

1 Sorted Alphabetically²⁵

2

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
IS	007.A	A Citizen's Guide to Disaster Assistance	Preparedness
E	483	Administration of Public Assistance for Community Recovery	Preparedness
E	194	Advanced Floodplain Management Concepts	Preparedness-Mitigation
E	282	Advanced Floodplain Management Concepts II	Preparedness Mitigation
E	388	Advanced Public Information Officers Course	Command and Management [Public Information]
E	392	All Hazards Emergency Management Higher Education Conference (IO)	Preparedness Training
IS	005.A	An Introduction to Hazardous Materials	Preparedness
IS	010	Animals in Disaster - Module A - Awareness & Preparedness	Preparedness
IS	011	Animals in Disaster - Module B - Community Planning	Preparedness
IS	271	Anticipating Hazardous Weather & Community Risk	Preparedness Mitigation
E	179	Application of HAZUS Multi-Hazard for Disaster Operations	Preparedness Mitigation
E	296	Application of HAZUS Multi-Hazard for Risk Assessment	Preparedness Mitigation
E	190	ArcGIS for Emergency Managers	Preparedness Mitigation
IS	022	Are you Ready? An In-depth Guide to Citizen Preparedness	Preparedness [Training]
E	313	Basic HAZUS Multi-Hazard	Preparedness Mitigation
G	290	Basic Public Information Officer	Command and Management [Public Information]
G	290	Basic Public Information Officers Course	Command and Management [Public Information]

²⁵ Course Summaries for ICS Position-specific training, while developed by EMI, are conducted primarily at the State and local level. Guidance found on EMI's training website will provide the most up-to-date, approved methodology for deploying a course eligible for a FEMA certificate. For additional information about Course Summaries or requirements for FEMA training certificates: www.training.fema.gov

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
G	285	Benefit Cost Analysis Using LD Module: Intermediate Training	Preparedness [Mitigation]
G	278	Benefit Cost Analysis: Entry Level	Preparedness [Mitigation]
E	275	Benefit Cost Users Workshop	Preparedness Mitigation
E	276	Benefit-Cost Analysis: Entry-Level Training	Preparedness Mitigation
E	155	Building Design for Homeland Security	Preparedness
E	156	Building Design for Homeland Security for COOP TTT	Preparedness
IS	008.A	Building for Earthquakes of Tomorrow: Complying w/EO 12699	Preparedness [Mitigation]
IS	650	Building Partnerships with Tribal Governments	Preparedness
R	308	Command and Control of Fire Department Operations at Natural and Man-Made Disasters	Preparedness Training
R	314	Command and Control of Fire Department Operations at Target Hazards	Preparedness Training
R	825	Command and Control of Fire Department Operations at Target Hazards	Preparedness Training
R	312	Command and Control of Incident Operations	Command and Management [Incident Command System (ICS)]
R	831	Command and Control of Incident Operations	Command and Management [Incident Command System (ICS)]
G	575	Communications Interoperability	Communications/Information Management
G	575	Communications Interoperability	Communications and Information Management
IS	324	Community Hurricane Preparedness (Web based Only)	Preparedness [Planning]
E	317	Comprehensive Data Management	Preparedness Mitigation
E	206	Conducting Hazard Mitigation Disaster Operations TTT	Preparedness Mitigation
IS	546.A	Continuity of Operations (COOP) Awareness	Preparedness [Planning]
L	522	Continuity of Operations for Tribal Governments	Preparedness Planning
E	550	Continuity of Operations Planning TTT	Preparedness [Planning]

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
E	551	COOP Devolution Planning Workshop TTT	Preparedness [Planning]
IS	548	COOP Managers Training Course	Preparedness [Planning]
E	548	COOP Program Manager TTT Course	Preparedness [Planning]
E	241	Cooperating Technical Partners Program: Special Topics	Preparedness Mitigation
E	604	Course Development	Preparedness Training
IS	821	Critical Infrastructure and Key Resources	Preparedness [Planning]
E	263	Dam Break Analysis Using HEC/HMS & HEC/RAS	Preparedness Mitigation
E	202	Debris Management	Preparedness
G	202	Debris Management Planning for State, Tribal and Local Officials	Preparedness
IS	241	Decision-making and Problem-Solving	Preparedness Training
E	384	Defense Support of Civil Authorities (DSCA)	Preparedness
IS	244	Developing and Managing Volunteers	Resource Management
E	132	Discussion-Based Exercise Design and Evaluation Course	Preparedness [Exercise]
E	488	Donations Management Workshop Train-the-Trainer (TTT)	Resource Management
G	434.A	Earthquake: Safety Program for Schools	Preparedness [Mitigation]
E	436	Earthquakes: A Teacher's Package for K-6 TTT	Preparedness Training
IS	242	Effective Communication	Preparedness Training
IS	031	eGrants for States and Tribes	Preparedness [Mitigation]
E	123	EMAP Accreditation Manager Orientation	Preparedness
E	124	EMAP Assessor Training Course	Preparedness
E	580	Emergency Management Framework for Tribal Governments	Preparedness
G	110	Emergency Management Operations Course (EMOC)	Command and Management [Multiagency Coordination System (MACS)]
E	581	Emergency Management Operations for Tribal Governments	Preparedness

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
G	775	Emergency Operations Center (EOC) Mgmt & Operations Course	Command and Management [Multiagency Coordination System (MACS)]
E	947	Emergency Operations Center (EOC)-Incident Management Team (IMT) Interface	Command and Management
G	357	Emergency Response to Criminal and Terrorist Incidents	Preparedness [Planning]
F	549	Emergency Response to Terrorism: Strategic and Tactical Considerations for Supervisors (ERT:STCS)	Command and Management [Incident Command System (ICS)]
IS	250	Emergency Support Function (ESF) #15 External Affairs: A New Approach to Emergency Communication and Information	Command and Management [Public Information]
IS	279	Engineering Principles and Practices for Retrofitting Flood-Prone Residential Structures	Preparedness Mitigation
E	252	Environmental and Historic Preservation Cadre Training	Preparedness Mitigation
E	247	EO 11988 & EO 11990: Floodplain Management and Protections of Wetlands TTT	Preparedness Mitigation
IS	775	EOC Management & Operations	Command and Management [Multiagency Coordination System (MACS)]
IS	810	ESF #10, Oil and Hazardous Materials Resources	Preparedness [Planning]
IS	811	ESF #11, Agriculture and Natural Resources	Preparedness [Planning]
IS	812	ESF #12, Energy	Preparedness [Planning]
IS	813	ESF #13, Public Safety and Security	Preparedness [Planning]
IS	814	ESF #14, Long-Term Community Recovery	Preparedness [Planning]
IS	807	ESF #7, Logistics Management and Resource Support	Preparedness [Planning]
IS	808	ESF #8, Public Health and Medical Services	Preparedness [Planning]
IS	809	ESF #9, Search and Rescue	Preparedness [Planning]
G	358	Evacuation & Re-entry Planning Course	Preparedness [Planning]
K	606	Evaluation of Training	Preparedness Training

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
R	306	Executive Analysis of Fire Service Operations in Emergency Management	Preparedness Training
G	135	Exercise Control/Simulation Course	Preparedness [Exercise]
E	131	Exercise Evaluation and Improvement Planning	Preparedness [Exercise]
IS	130	Exercise Evaluation and Improvement Planning	Preparedness [Exercise]
G	138	Exercise Practicum for the Master Exercise Practitioner	Preparedness [Exercise]
G	137	Exercise Program Manager/Management Course	Preparedness [Exercise]
E	731	External Affairs Overview	Command and Management [Public Information]
IS	230.a	Fundamentals of Emergency Management	Preparedness Training
R	243	Hazardous Materials Incident Management	Command and Management [Incident Command System (ICS)]
IS	340	Hazardous Materials Prevention and Planning	Preparedness [Planning]
E	174	HAZUS Multi-Hazard for Earthquake	Preparedness Mitigation
E	172	HAZUS Multi-Hazard for Flood	Preparedness Mitigation
E	170	HAZUS Multi-Hazard for Hurricanes	Preparedness Mitigation
G	408	Homeland Security Planning for Local Governments	Preparedness [Planning]
G	147	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course Train-the-Trainer	Preparedness [Exercise]
E	146	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course	Preparedness [Exercise]
E	147	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course Train-the-Trainer	Preparedness [Exercise]
G	146	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course	Preparedness [Exercise]
IS	055	Household Hazardous Materials	Preparedness
IS	324	Hurricane Planning Course	Preparedness [Planning]
G	363	Hurricane Readiness for Coastal Communities	Preparedness [Planning]

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
E	271	Hydrologic Engineering Center: Hydrologic Modeling Systems	Preparedness Mitigation
E	264	Hydrologic Engineering Center: Software Course (Riverine Analysis System) (IO)	Preparedness Mitigation
G	300	ICS 300, Intermediate Incident Command System for Expanding Incidents	Command and Management [Incident Command System (ICS)]
G	400	ICS 400: Advanced Incident Command System, Command & General Staff, Complex Incidents	Command and Management [Incident Command System (ICS)]
E	930	IEMC: Community-specific	Preparedness [Exercise]
E	920	IEMC: Hazardous Materials Preparedness & Response	Preparedness [Exercise]
E	915	IEMC: Homeland Security Preparedness and Response	Preparedness [Exercise]
E	905	IEMC: Hurricane Preparedness & Response	Preparedness [Exercise]
E	910	IEMC: Earthquake Preparedness & Response	Preparedness [Exercise]
F	321	Incident Command for High-rise Operations (ICHO)	Command and Management [Incident Command System (ICS)]
G	402	Incident Command System (ICS) Overview for Executives and Senior Officials, ICS-402	Command and Management [Incident Command System (ICS)]
E	449	Incident Command System Curricula Train-the-Trainer (TTT)	Command and Management [Incident Command System (ICS)]
IS	200.a	Incident Command System for Single Resources and Initial Action Incidents	Command and Management [Incident Command System (ICS)]
F	322	Incident Command System for Structural Collapse Incidents (ICSSCI)	Command and Management [Incident Command System (ICS)]
G	191	Incident Command System/Emergency Operations Center Interface (ICS/EOC)	Command and Management [Incident Command System (ICS)]
F	729	Incident Safety Officer--Revised (ISO)	Command and Management [Incident Command System (ICS)]
E	605	Instructional Delivery	Preparedness Training
E	262	Instructional Delivery for Subject Matter Experts	Preparedness Training
G	265	Instructional Delivery Skills	Preparedness [Training]
E	603	Instructional Design	Preparedness Training

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
E	141	Instructional Presentation & Evaluation Skills	Preparedness Training
IS	820	Intro to National Response Framework (NRF) Support Annexes	Preparedness [Planning]
IS	317	Introduction to Community Emergency Response Team (CERT)	Preparedness
IS	520	Introduction to COOP Planning for Pandemic Influenza	Preparedness [Planning]
IS	393.A	Introduction to Hazard Mitigation	Preparedness [Mitigation]
IS	100.a	Introduction to Incident Command System	Command and Management [Incident Command System (ICS)]
IS	100.HC	Introduction to Incident Command System (ICS), ICS-100 for Healthcare/Hospitals	Command and Management [Incident Command System (ICS)]
IS	100.Pwa	Introduction to Incident Command System (ICS), ICS-100 for Public Works	Command and Management [Incident Command System (ICS)]
IS	100.Lea	Introduction to Incident Command System (ICS), ICS-100, for Law Enforcement	Command and Management [Incident Command System (ICS)]
IS	331	Introduction to Radiological Emergency Preparedness (REP) Exercise Evaluation	Preparedness
IS	386	Introduction to Residential Coastal Construction	Preparedness [Mitigation]
IS	100.HE	Introduction to the Incident Command System for Higher Education	Command and Management [Incident Command System (ICS)]
IS	100.Sca	Introduction to the Incident Command System, ICS-100 for Schools	Command and Management [Incident Command System (ICS)]
G	291	Joint Information System/Center Planning for Tribal, State, and Local PIO's	Command and Management [Public Information]
G	291	Joint Information System/Center Planning for Tribal, State, and Local PIO's	Command and Management [Public Information]
IS	240	Leadership and Influence	Preparedness Training
G	194.3	Letters of Map Change	Preparedness [Mitigation]
IS	111	Livestock in Disaster	Preparedness
G	194.1	Local Floodplain Manager Roles and Responsibilities	Preparedness [Mitigation]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
G	288	Local Volunteer and Donations	Resource Management
E	601	Management and Supervision of Training	Preparedness Training
E	270	Managing Floodplain Development through the NFIP TTT	Preparedness Mitigation
E	273	Managing Floodplain Development through the NFIP	Preparedness Mitigation
G	273	Managing Floodplain Development thru the NFIP	Preparedness [Mitigation]
E	272	Managing Floodplain Post-Disaster	Preparedness Mitigation
G	386	Mass Fatalities Incident Response Course	Preparedness Planning
E	609	Master Trainer Program Practicum	Preparedness Training
G	318	Mitigation Planning Workshop for Local Governments	Preparedness [Mitigation]
IS	701	Multi-Agency Coordination System (MACS) Course	Command and Management [Multiagency Coordination System (MACS)]
L	363	Multi-Hazard Emergency Planning for Higher Education	Preparedness [Planning]
E	361	Multihazard Emergency Planning for Schools	Preparedness Planning
IS	362	Multi-Hazard Emergency Planning for Schools	Preparedness [Planning]
E	274	National Dam Safety Technical Workshop	Preparedness Mitigation
E	278	National Flood Insurance Program/Community Rating System	Preparedness Mitigation
IS	706	National Incident Management System (NIMS), Intrastate Mutual Aid, An Intro	Resource Management
IS	702	National Incident Management Systems (NIMS) Public Information Systems	Command and Management Public Information
IS	860.a	National Infrastructure Protection Plan (NIPP)	Preparedness [Planning]
E	237	National Preparedness Training and Exercise Conference	Preparedness Training
G	194.2	NFIP Rules and Regulations in Depth	Preparedness [Mitigation]
IS	704	NIMS Communication & Information Management System	Communications and Information Management
E	969	NIMS ICS All Hazards Communications Unit Leader	Command and Management [Incident Command System (ICS)]

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
E/L	949	NIMS ICS All Hazards Communications Unit Leader TTT	Preparedness [Training]
E	960	NIMS ICS All Hazards Division/Group Supervisor Course	Command and Management [Incident Command System (ICS)]
E/L	961	NIMS ICS All Hazards Division/Group Supervisor TTT	Preparedness [Training]
E	971	NIMS ICS All Hazards Facilities Unit Leader Course	Command and Management [Incident Command System (ICS)]
E/L	972	NIMS ICS All Hazards Facilities Unit Leader TTT	Preparedness [Training]
E	973	NIMS ICS All Hazards Finance/Administration Section Chief Course	Command and Management [Incident Command System (ICS)]
E	974	NIMS ICS All Hazards Finance/Administration TTT	Command and Management [Incident Command System (ICS)]
E	975	NIMS ICS All Hazards Finance/Administration Unit Leader Course	Command and Management [Incident Command System (ICS)]
E/L	976	NIMS ICS All Hazards Finance/Administration Unit Leader TTT	Preparedness [Training]
E	950	NIMS ICS All Hazards Incident Commander Course	Command and Management [Incident Command System (ICS)]
E	951	NIMS ICS All Hazards Incident Commander TTT	Command and Management [Incident Command System (ICS)]
E	956	NIMS ICS All Hazards Liaison Officer Course	Command and Management [Incident Command System (ICS)]
E	957	NIMS ICS All Hazards Liaison Officer TTT	Command and Management [Incident Command System (ICS)]
E	967	NIMS ICS All Hazards Logistics Section Chief Course	Command and Management [Incident Command System (ICS)]
E	968	NIMS ICS All Hazards Logistics Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	958	NIMS ICS All Hazards Operations Section Chief Course	Command and Management [Incident Command System (ICS)]
E	959	NIMS ICS All Hazards Operations Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	962	NIMS ICS All Hazards Planning Section Chief	Command and Management [Incident Command System (ICS)]
E	963	NIMS ICS All Hazards Planning Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	952	NIMS ICS All Hazards Public Information Officer Course	Command and Management [Incident Command System (ICS)]
E	953	NIMS ICS All Hazards Public Information Officer TTT	Command and Management [Incident Command System (ICS)]

Appendix D: NIMS Curriculum

Course			Association to NIMS
Code	Number	Title	
E	965	NIMS ICS All Hazards Resource Unit Leader Course	Command and Management [Incident Command System (ICS)]
E/L	966	NIMS ICS All Hazards Resource Unit Leader TTT	Preparedness [Training]
E	954	NIMS ICS All Hazards Safety Officer Course	Command and Management [Incident Command System (ICS)]
E	955	NIMS ICS All Hazards Safety Officer TTT	Command and Management [Incident Command System (ICS)]
E	964	NIMS ICS All Hazards Situation Unit Leader	Command and Management [Incident Command System (ICS)]
E/L	978	NIMS ICS All Hazards Situation Unit Leader TTT	Preparedness [Training]
E	970	NIMS ICS All Hazards Supply Unit Leader Course	Command and Management [Incident Command System (ICS)]
E/L	977	NIMS ICS All Hazards Supply Unit Leader TTT	Preparedness [Training]
IS	703.a	NIMS Resource Management	Resource Management
IS	700.A	NIMS, An Introduction	Preparedness
F	806	NIMS--Incident Command System for the Fire Service (NIMS--ICS for the FS)	Command and Management [Incident Command System (ICS)]
IS	837	NRF Incident Annex: Terrorism Incident Law Enforcement and Investigation	Preparedness [Planning]
IS	831	NRF Support Annex: Biological Incident	Preparedness [Planning]
IS	832	NRF Support Annex: Catastrophic Incident	Preparedness [Planning]
IS	833	NRF Support Annex: Cyber Incident	Preparedness [Planning]
IS	834	NRF Support Annex: Food and Agriculture Incident	Preparedness [Planning]
IS	8835	NRF Support Annex: Mass Evacuation Incident	Preparedness [Planning]
IS	836	Nuclear/Radiological Incident Annex	Preparedness [Planning]
E	133	Operations-based Exercise Design and Evaluation	Preparedness [Exercise]
E	136	Operations-Based Exercise Development Course	Preparedness [Exercise]
IS	346	Orientation to Hazardous Materials for Medical Personnel	Preparedness
E	602	Performance and Needs Analysis	Preparedness Training

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
G	194.4	Preparing for Post-Disaster Responsibilities	Preparedness
E	344	Protecting Tribal Communities and Acquiring Resources	Preparedness Mitigation
IS	394.A	Protecting Your Home or Small Business from Disaster	Preparedness [Mitigation]
G	289	Public Information Officer Awareness	Command and Management [Public Information]
G	289	Public Information Officer Awareness Training	Command and Management [Public Information]
E	341	Radiological Accident Assessment Concepts	Preparedness
E	340	Radiological Emergency Program and Planning Course	Preparedness [Planning]
E	386	Residential Coastal Construction	Preparedness Mitigation
G	277	Residential Coastal Construction	Preparedness [Mitigation]
E	279	Retrofitting Flood-prone Residential Buildings	Preparedness Mitigation
G	279	Retrofitting Flood-Prone Residential Buildings	Preparedness [Mitigation]
G	439	Seismic Sleuths: A Teacher's Package on Earthquakes TTT	Preparedness [Mitigation]
IS	15.a	Special Events Contingency Planning	Preparedness [Planning]
IS	197.SP	Special Needs Planning Considerations for Service and Support Providers	Preparedness [Planning]
E	208	State Coordinating Officer	Command and Management [Multiagency Coordination System (MACS)]
E	257	State Director Training Course	Command and Management [Multiagency Coordination System (MACS)]
L	945	State IEMC National Response Framework (NRF)	Preparedness [Exercise]
E	289	State Volunteer & Donations Management	Resource Management
L	460	The Role of Community Officials in Emergency Management	Preparedness
G	436	Tremor Troops: A Teacher's Package for K-6	Preparedness [Training]
E	431	Understanding the Emergency Management Assistance Compact (EMAC)	Resource Management

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	212	Unified Hazard Mitigation Assistance Program	Preparedness Mitigation
E	287	Voluntary Agency Liaison: Functions and Methods	Preparedness
G	310	Weapons of Mass Destruction Tabletop Exercises	Preparedness [Exercises]
G	310.06	Weapons of Mass Destruction: Suicide Bomber Scenario	Preparedness [Exercises]
G	310.05	Weapons of Mass Destruction: Biological-Anthrax Scenario	Preparedness [Exercises]
G	310.04	Weapons of Mass Destruction: Chemical VX Scenario	Preparedness [Exercises]
G	310.03	Weapons of Mass Destruction: Chemical-Sarin Scenario	Preparedness [Exercises]
G	310.01	Weapons of Mass Destruction: Nuclear Scenario	Preparedness [Exercises]
G	310.02	Weapons of Mass Destruction: Radiological Scenario	Preparedness [Exercises]

1

2

3

Appendix D: NIMS Curriculum

1 Sorted by Course Code²⁶

- 2 • E/L = Emergency Management Institute-delivered courses
- 3 • F/R = National Fire Academy course (off /on campus)
- 4 • G = State-delivered courses
- 5 • IS = Independent Study courses
- 6 • K = Instructor led on-line EMI course

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	123	EMAP Accreditation Manager Orientation	Preparedness
E	124	EMAP Assessor Training Course	Preparedness
E	131	Exercise Evaluation and Improvement Planning	Preparedness [Exercise]
E	132	Discussion-Based Exercise Design and Evaluation Course	Preparedness [Exercise]
E	133	Operations-based Exercise Design and Evaluation	Preparedness [Exercise]
E	136	Operations-Based Exercise Development Course	Preparedness [Exercise]
E	141	Instructional Presentation & Evaluation Skills	Preparedness Training
E	146	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course	Preparedness [Exercise]
E	147	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course Train-the-Trainer	Preparedness [Exercise]
E	155	Building Design for Homeland Security	Preparedness
E	156	Building Design for Homeland Security for COOP TTT	Preparedness
E	170	HAZUS Multi-Hazard for Hurricanes	Preparedness Mitigation
E	172	HAZUS Multi-Hazard for Flood	Preparedness Mitigation
E	174	HAZUS Multi-Hazard for Earthquake	Preparedness Mitigation
E	179	Application of HAZUS Multi-Hazard for Disaster Operations	Preparedness [Mitigation]
E	190	ArcGIS for Emergency Managers	Preparedness [Mitigation]

²⁶ Course Summaries for ICS Position-specific training, while developed by EMI, are conducted primarily at the State and local level. Guidance found on EMI's training website will provide the most up-to-date, approved methodology for deploying a course eligible for a FEMA certificate. For additional information about Course Summaries or requirements for FEMA training certificates: www.training.fema.gov

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	194	Advanced Floodplain Management Concepts	Preparedness [Mitigation]
E	202	Debris Management	Preparedness
E	206	Conducting Hazard Mitigation Disaster Operations TTT	Preparedness Mitigation
E	208	State Coordinating Officer	Command and Management [Multiagency Coordination System (MACS)]
E	212	Unified Hazard Mitigation Assistance Program	Preparedness Mitigation
E	237	National Preparedness Training and Exercise Conference	Preparedness Training
E	241	Cooperating Technical Partners Program: Special Topics	Preparedness Mitigation
E	247	EO 11988 & EO 11990: Floodplain Management and Protections of Wetlands TTT	Preparedness Mitigation
E	252	Environmental and Historic Preservation Cadre Training	Preparedness Mitigation
E	257	State Director Training Course	Command and Management [Multiagency Coordination System (MACS)]
E	262	Instructional Delivery for Subject Matter Experts	Preparedness Training
E	263	Dam Break Analysis Using HEC/HMS & HEC/RAS	Preparedness Mitigation
E	264	Hydrologic Engineering Center: Software Course (Riverine Analysis System) (IO)	Preparedness Mitigation
E	270	Managing Floodplain Development through the NFIP TTT	Preparedness Mitigation
E	271	Hydrologic Engineering Center: Hydrologic Modeling Systems	Preparedness Mitigation
E	272	Managing Floodplain Post-Disaster	Preparedness Mitigation
E	273	Managing Floodplain Development through the NFIP	Preparedness Mitigation
E	274	National Dam Safety Technical Workshop	Preparedness Mitigation
E	275	Benefit Cost Users Workshop	Preparedness [Mitigation]
E	276	Benefit-Cost Analysis: Entry-Level Training	Preparedness [Mitigation]
E	278	National Flood Insurance Program/Community Rating System	Preparedness Mitigation

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	279	Retrofitting Flood-prone Residential Buildings	Preparedness Mitigation
E	282	Advanced Floodplain Management Concepts II	Preparedness [Mitigation]
E	287	Voluntary Agency Liaison: Functions and Methods	Preparedness
E	289	State Volunteer & Donations Management	Resource Management
E	296	Application of HAZUS Multi-Hazard for Risk Assessment	Preparedness [Mitigation]
E	313	Basic HAZUS Multi-Hazard	Preparedness [Mitigation]
E	317	Comprehensive Data Management	Preparedness Mitigation
E	340	Radiological Emergency Program and Planning Course	Preparedness [Planning]
E	341	Radiological Accident Assessment Concepts	Preparedness
E	344	Protecting Tribal Communities and Acquiring Resources	Preparedness Mitigation
E	361	Multihazard Emergency Planning for Schools	Preparedness Planning
E	384	Defense Support of Civil Authorities (DSCA)	Preparedness
E	386	Residential Coastal Construction	Preparedness Mitigation
E	388	Advanced Public Information Officers Course	Command and Management [Public Information]
E	392	All Hazards Emergency Management Higher Education Conference (IO)	Preparedness Training
E	431	Understanding the Emergency Management Assistance Compact (EMAC)	Resource Management
E	436	Earthquakes: A Teacher's Package for K-6 TTT	Preparedness Training
E	449	Incident Command System Curricula Train-the-Trainer (TTT)	Command and Management [Incident Command System (ICS)]
E	483	Administration of Public Assistance for Community Recovery	Preparedness
E	488	Donations Management Workshop Train-the-Trainer (TTT)	Resource Management
E	548	COOP Program Manager TTT Course	Preparedness [Planning]
E	550	Continuity of Operations Planning TTT	Preparedness [Planning]
E	551	COOP Devolution Planning Workshop TTT	Preparedness [Planning]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	580	Emergency Management Framework for Tribal Governments	Preparedness
E	581	Emergency Management Operations for Tribal Governments	Preparedness
E	601	Management and Supervision of Training	Preparedness Training
E	602	Performance and Needs Analysis	Preparedness Training
E	603	Instructional Design	Preparedness Training
E	604	Course Development	Preparedness Training
E	605	Instructional Delivery	Preparedness Training
E	609	Master Trainer Program Practicum	Preparedness Training
E	731	External Affairs Overview	Command and Management [Public Information]
E	905	IEMC: Hurricane Preparedness & Response	Preparedness [Exercise]
E	910	IEMC: Earthquake Preparedness & Response	Preparedness [Exercise]
E	915	IEMC: Homeland Security Preparedness and Response	Preparedness [Exercise]
E	920	IEMC: Hazardous Materials Preparedness & Response	Preparedness [Exercise]
E	930	IEMC: Community-specific	Preparedness [Exercise]
E	947	Emergency Operations Center (EOC)-Incident Management Team (IMT) Interface	Command and Management
E	950	NIMS ICS All Hazards Incident Commander Course	Command and Management [Incident Command System (ICS)]
E	951	NIMS ICS All Hazards Incident Commander TTT	Command and Management [Incident Command System (ICS)]
E	952	NIMS ICS All Hazards Public Information Officer Course	Command and Management [Incident Command System (ICS)]
E	953	NIMS ICS All Hazards Public Information Officer TTT	Command and Management [Incident Command System (ICS)]
E	954	NIMS ICS All Hazards Safety Officer Course	Command and Management [Incident Command System (ICS)]
E	955	NIMS ICS All Hazards Safety Officer TTT	Command and Management [Incident Command System (ICS)]
E	956	NIMS ICS All Hazards Liaison Officer Course	Command and Management [Incident Command System (ICS)]
E	957	NIMS ICS All Hazards Liaison Officer TTT	Command and Management [Incident Command System (ICS)]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E	958	NIMS ICS All Hazards Operations Section Chief Course	Command and Management [Incident Command System (ICS)]
E	959	NIMS ICS All Hazards Operations Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	960	NIMS ICS All Hazards Division/Group Supervisor Course	Command and Management [Incident Command System (ICS)]
E	962	NIMS ICS All Hazards Planning Section Chief	Command and Management [Incident Command System (ICS)]
E	963	NIMS ICS All Hazards Planning Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	964	NIMS ICS All Hazards Situation Unit Leader	Command and Management [Incident Command System (ICS)]
E	965	NIMS ICS All Hazards Resource Unit Leader Course	Command and Management [Incident Command System (ICS)]
E	967	NIMS ICS All Hazards Logistics Section Chief Course	Command and Management [Incident Command System (ICS)]
E	968	NIMS ICS All Hazards Logistics Section Chief TTT	Command and Management [Incident Command System (ICS)]
E	969	NIMS ICS All Hazards Communications Unit Leader	Command and Management [Incident Command System (ICS)]
E	970	NIMS ICS All Hazards Supply Unit Leader Course	Command and Management [Incident Command System (ICS)]
E	971	NIMS ICS All Hazards Facilities Unit Leader Course	Command and Management [Incident Command System (ICS)]
E	973	NIMS ICS All Hazards Finance/Administration Section Chief Course	Command and Management [Incident Command System (ICS)]
E	974	NIMS ICS All Hazards Finance/Administration TTT	Command and Management [Incident Command System (ICS)]
E	975	NIMS ICS All Hazards Finance/Administration Unit Leader Course	Command and Management [Incident Command System (ICS)]
E/L	949	NIMS ICS All Hazards Communications Unit Leader TTT	Preparedness [Training]
E/L	961	NIMS ICS All Hazards Division/Group Supervisor TTT	Preparedness [Training]
E/L	966	NIMS ICS All Hazards Resource Unit Leader TTT	Preparedness [Training]
E/L	972	NIMS ICS All Hazards Facilities Unit Leader TTT	Preparedness [Training]
E/L	976	NIMS ICS All Hazards Finance/Administration Unit Leader TTT	Preparedness [Training]
E/L	977	NIMS ICS All Hazards Supply Unit Leader TTT	Preparedness [Training]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
E/L	978	NIMS ICS All Hazards Situation Unit Leader TTT	Preparedness [Training]
F	321	Incident Command for High-rise Operations (ICHO)	Command and Management [Incident Command System (ICS)]
F	322	Incident Command System for Structural Collapse Incidents (ICSSCI)	Command and Management [Incident Command System (ICS)]
F	549	Emergency Response to Terrorism: Strategic and Tactical Considerations for Supervisors (ERT:STCS)	Command and Management [Incident Command System (ICS)]
F	729	Incident Safety Officer (ISO)	Command and Management [Incident Command System (ICS)]
F	806	NIMS--Incident Command System for the Fire Service (NIMS--ICS for the FS)	Command and Management [Incident Command System (ICS)]
G	110	Emergency Management Operations Course (EMOC)	Command and Management [Multiagency Coordination System (MACS)]
G	135	Exercise Control/Simulation Course	Preparedness [Exercise]
G	137	Exercise Program Manager/Management Course	Preparedness [Exercise]
G	138	Exercise Practicum for the Master Exercise Practitioner	Preparedness [Exercise]
G	146	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course	Preparedness [Exercise]
G	147	Homeland Security Exercise and Evaluation Program (HSEEP) Training Course Train-the-Trainer	Preparedness [Exercise]
G	191	Incident Command System/Emergency Operations Center Interface (ICS/EOC)	Command and Management [Incident Command System (ICS)]
G	194.1	Local Floodplain Manager Roles and Responsibilities	Preparedness [Mitigation]
G	194.2	NFIP Rules and Regulations in Depth	Preparedness [Mitigation]
G	194.3	Letters of Map Change	Preparedness [Mitigation]
G	194.4	Preparing for Post-Disaster Responsibilities	Preparedness
G	202	Debris Management Planning for State, Tribal and Local Officials	Preparedness
G	265	Instructional Delivery Skills	Preparedness [Training]
G	273	Managing Floodplain Development thru the NFIP	Preparedness [Mitigation]
G	277	Residential Coastal Construction	Preparedness [Mitigation]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
G	278	Benefit Cost Analysis: Entry Level	Preparedness [Mitigation]
G	279	Retrofitting Flood-Prone Residential Buildings	Preparedness [Mitigation]
G	285	Benefit Cost Analysis Using LD Module: Intermediate Training	Preparedness [Mitigation]
G	288	Local Volunteer and Donations	Resource Management
G	289	Public Information Officer Awareness	Command and Management [Public Information]
G	289	Public Information Officer Awareness Training	Command and Management [Public Information]
G	290	Basic Public Information Officer	Command and Management [Public Information]
G	290	Basic Public Information Officers Course	Command and Management [Public Information]
G	291	Joint Information System/Center Planning for Tribal, State, and Local PIO's	Command and Management [Public Information]
G	291	Joint Information System/Center Planning for Tribal, State, and Local PIO's	Command and Management [Public Information]
G	300	ICS 300, Intermediate Incident Command System for Expanding Incidents	Command and Management [Incident Command System (ICS)]
G	310	Weapons of Mass Destruction Tabletop Exercises	Preparedness [Exercises]
G	310.01	Weapons of Mass Destruction: Nuclear Scenario	Preparedness [Exercises]
G	310.02	Weapons of Mass Destruction: Radiological Scenario	Preparedness [Exercises]
G	310.03	Weapons of Mass Destruction: Chemical-Sarin Scenario	Preparedness [Exercises]
G	310.04	Weapons of Mass Destruction: Chemical VX Scenario	Preparedness [Exercises]
G	310.05	Weapons of Mass Destruction: Biological-Anthrax Scenario	Preparedness [Exercises]
G	310.06	Weapons of Mass Destruction: Suicide Bomber Scenario	Preparedness [Exercises]
G	318	Mitigation Planning Workshop for Local Governments	Preparedness [Mitigation]
G	357	Emergency Response to Criminal and Terrorist Incidents	Preparedness [Planning]
G	358	Evacuation & Re-entry Planning Course	Preparedness [Planning]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
G	363	Hurricane Readiness for Coastal Communities	Preparedness [Planning]
G	386	Mass Fatalities Incident Response Course	Preparedness Planning
G	400	ICS 400: Advanced Incident Command System, Command & General Staff, Complex Incidents	Command and Management [Incident Command System (ICS)]
G	402	Incident Command System (ICS) Overview for Executives and Senior Officials, ICS-402	Command and Management [Incident Command System (ICS)]
G	408	Homeland Security Planning for Local Governments	Preparedness [Planning]
G	434.A	Earthquake: Safety Program for Schools	Preparedness [Mitigation]
G	436	Tremor Troops: A Teacher's Package for K-6	Preparedness [Training]
G	439	Seismic Sleuths: A Teacher's Package on Earthquakes TTT	Preparedness [Mitigation]
G	575	Communications Interoperability	Communications/Information Management
G	575	Communications Interoperability	Communications and Information Management
G	775	Emergency Operations Center (EOC) Mgmt & Operations Course	Command and Management [Multiagency Coordination System (MACS)]
IS	005.A	An Introduction to Hazardous Materials	Preparedness
IS	007.A	A Citizen's Guide to Disaster Assistance	Preparedness
IS	008.A	Building for Earthquakes of Tomorrow: Complying w/EO 12699	Preparedness [Mitigation]
IS	010	Animals in Disaster - Module A - Awareness & Preparedness	Preparedness
IS	011	Animals in Disaster - Module B - Community Planning	Preparedness
IS	15.a	Special Events Contingency Planning	Preparedness [Planning]
IS	022	Are you Ready? An In-depth Guide to Citizen Preparedness	Preparedness [Training]
IS	031	eGrants for States and Tribes	Preparedness [Mitigation]
IS	055	Household Hazardous Materials	Preparedness
IS	100.a	Introduction to Incident Command System	Command and Management [Incident Command System (ICS)]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
IS	100.HC	Introduction to Incident Command System (ICS), ICS-100 for Healthcare/Hospitals	Command and Management [Incident Command System (ICS)]
IS	100.Pwa	Introduction to Incident Command System (ICS), ICS-100 for Public Works	Command and Management [Incident Command System (ICS)]
IS	100.Lea	Introduction to Incident Command System (ICS), ICS-100, for Law Enforcement	Command and Management [Incident Command System (ICS)]
IS	100.HE	Introduction to the Incident Command System for Higher Education	Command and Management [Incident Command System (ICS)]
IS	100.Sca	Introduction to the Incident Command System, ICS-100 for Schools	Command and Management [Incident Command System (ICS)]
IS	111	Livestock in Disaster	Preparedness
IS	130	Exercise Evaluation and Improvement Planning	Preparedness [Exercise]
IS	197.SP	Special Needs Planning Considerations for Service and Support Providers	Preparedness [Planning]
IS	200.a	Incident Command System for Single Resources and Initial Action Incidents	Command and Management [Incident Command System (ICS)]
IS	230.a	Fundamentals of Emergency Management	Preparedness Training
IS	240	Leadership and Influence	Preparedness Training
IS	241	Decision-making and Problem-Solving	Preparedness Training
IS	242	Effective Communication	Preparedness Training
IS	244	Developing and Managing Volunteers	Resource Management
IS	250	Emergency Support Function (ESF) #15 External Affairs: A New Approach to Emergency Communication and Information	Command and Management [Public Information]
IS	271	Anticipating Hazardous Weather & Community Risk	Preparedness [Mitigation]
IS	279	Engineering Principles and Practices for Retrofitting Flood-Prone Residential Structures	Preparedness Mitigation
IS	317	Introduction to Community Emergency Response Team (CERT)	Preparedness
IS	324	Community Hurricane Preparedness (Web based Only)	Preparedness [Planning]
IS	324	Hurricane Planning Course	Preparedness [Planning]

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
IS	331	Introduction to Radiological Emergency Preparedness (REP) Exercise Evaluation	Preparedness
IS	340	Hazardous Materials Prevention and Planning	Preparedness [Planning]
IS	346	Orientation to Hazardous Materials for Medical Personnel	Preparedness
IS	362	Multi-Hazard Emergency Planning for Schools	Preparedness [Planning]
IS	386	Introduction to Residential Coastal Construction	Preparedness [Mitigation]
IS	393.A	Introduction to Hazard Mitigation	Preparedness [Mitigation]
IS	394.A	Protecting Your Home or Small Business from Disaster	Preparedness [Mitigation]
IS	520	Introduction to COOP Planning for Pandemic Influenza	Preparedness [Planning]
IS	546.A	Continuity of Operations (COOP) Awareness	Preparedness [Planning]
IS	548	COOP Managers Training Course	Preparedness [Planning]
IS	650	Building Partnerships with Tribal Governments	Preparedness
IS	700.A	NIMS, An Introduction	Preparedness
IS	701	Multi-Agency Coordination System (MACS) Course	Command and Management [Multiagency Coordination System (MACS)]
IS	702	National Incident Management Systems (NIMS) Public Information Systems	Command and Management Public Information
IS	703.a	NIMS Resource Management	Resource Management
IS	704	NIMS Communication & Information Management System	Communications and Information Management
IS	706	National Incident Management System (NIMS), Intrastate Mutual Aid, An Introduction	Resource Management

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
IS	775	EOC Management & Operations	Command and Management [Multiagency Coordination System (MACS)]
IS	807	ESF #7, Logistics Management and Resource Support	Preparedness [Planning]
IS	808	ESF #8, Public Health and Medical Services	Preparedness [Planning]
IS	809	ESF #9, Search and Rescue	Preparedness [Planning]
IS	810	ESF #10, Oil and Hazardous Materials Resources	Preparedness [Planning]
IS	811	ESF #11, Agriculture and Natural Resources	Preparedness [Planning]
IS	812	ESF #12, Energy	Preparedness [Planning]
IS	813	ESF #13, Public Safety and Security	Preparedness [Planning]
IS	814	ESF #14, Long-Term Community Recovery	Preparedness [Planning]
IS	820	Intro to National Response Framework (NRF) Support Annexes	Preparedness [Planning]
IS	821	Critical Infrastructure and Key Resources	Preparedness [Planning]
IS	831	NRF Support Annex: Biological Incident	Preparedness [Planning]
IS	832	NRF Support Annex: Catastrophic Incident	Preparedness [Planning]
IS	833	NRF Support Annex: Cyber Incident	Preparedness [Planning]
IS	834	NRF Support Annex: Food and Agriculture Incident	Preparedness [Planning]
IS	836	Nuclear/Radiological Incident Annex	Preparedness [Planning]
IS	837	NRF Incident Annex: Terrorism Incident Law Enforcement and Investigation	Preparedness [Planning]
IS	860.a	National Infrastructure Protection Plan (NIPP)	Preparedness [Planning]
IS	8835	NRF Support Annex: Mass Evacuation Incident	Preparedness [Planning]
K	606	Evaluation of Training	Preparedness Training

Appendix D: NIMS Curriculum

<i>Course</i>			<i>Association to NIMS</i>
<i>Code</i>	<i>Number</i>	<i>Title</i>	
L	363	Multi-Hazard Emergency Planning for Higher Education	Preparedness [Planning]
L	460	The Role of Community Officials in Emergency Management	Preparedness
L	522	Continuity of Operations for Tribal Governments	Preparedness Planning
L	945	State IEMC National Response Framework (NRF)	Preparedness [Exercise]
R	243	Hazardous Materials Incident Management	Command and Management [Incident Command System (ICS)]
R	306	Executive Analysis of Fire Service Operations in Emergency Management	Preparedness Training
R	308	Command and Control of Fire Department Operations at Natural and Man-Made Disasters	Preparedness Training
R	312	Command and Control of Incident Operations	Command and Management [Incident Command System (ICS)]
R	314	Command and Control of Fire Department Operations at Target Hazards	Preparedness Training
R	825	Command and Control of Fire Department Operations at Target Hazards	Preparedness Training
R	831	Command and Control of Incident Operations	Command and Management [Incident Command System (ICS)]

1
2
3
4
5
6
7
8
9
10
11

Appendix D: NIMS Curriculum

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14

This page intentionally left blank.